

Employment Non-Discrimination Act

The problem. Qualified, hardworking Americans are denied job opportunities, fired or otherwise discriminated against for reasons that have nothing to do with their performance and abilities. Employment discrimination based on sexual orientation or gender identity and expression, whether such orientation is real or perceived, effectively denies qualified individuals equality and opportunity in the workplace. Those who experience this form of discrimination have no recourse under current federal law or under the Constitution as it has been interpreted by the courts.

Employment discrimination strikes at a fundamental American value — the right of each individual to do his or her job and contribute to society without facing unfair discrimination. Fairness in the workplace has been recognized as a fundamental right protected under federal law. Currently, federal law provides basic legal protection against employment discrimination on the basis of race, gender, religion, national origin or disability, but not sexual orientation or gender identity and gender expression.

What about state laws? In 34 states, it is legal to fire someone based on their sexual orientation. In 44 states, it is legal to do so based on gender identity. (State courts, commissions or agencies have interpreted the existing state law to include some protection against transgender individuals in Connecticut, Florida, Hawaii, Illinois, Massachusetts, New Jersey and New York.)

What is HRC doing? The Human Rights Campaign is working with our allies in Congress to introduce federal legislation which would prohibit discrimination based on sexual orientation and gender identity, providing basic protection to ensure fairness in the workplace for Americans who are currently denied equal protection under the law. We also continue to work with private employers to encourage them to adopt policies prohibiting discrimination on the basis of sexual orientation and gender identity.

Partly due to HRC's efforts, non-discrimination policies covering gender identity and expression continue to rise. For example, a total of 51 Fortune 500 companies include transgender people in their policies. This is up 89 percent from 2003, when 27 Fortune 500 companies had the policy. In addition, exactly 49 of the Fortune 500 companies include sexual orientation in their non-discrimination policies. ExxonMobil Corp. is the only company in the Fortune 50 that does not. In fact, 410 companies in the Fortune 500 — or 82 percent — included sexual orientation in their non-discrimination policies at the end of 2004.

Family & Medical Leave Inclusion Act

What is the Family & Medical Leave Inclusion Act? Rep. Carolyn Maloney, D-N.Y., introduced a bill that would amend the Family and Medical Leave Act of 1993 to permit leave to care for a domestic partner, same-sex married partner, parent-in-law, adult child, sibling or grandparent if the domestic partner, same-sex married partner, parent-in-law, adult child, sibling or grandparent has a serious health condition.

Why should I support this bill? Since the FMLA was enacted in 1993, it has helped 35 million Americans take up to 12 weeks of unpaid, job-protected leave to care for their new babies and sick family members, and to recover from their own serious illnesses. Many lesbian, gay, bisexual and transgender individuals are in committed, long-term relationships and are financially interdependent with their life partners. In fact, the 2000 Census reported that there are 594,391 same-sex households in the country living in 99.3 percent of all counties in the United States. Yet too many LGBT people simply cannot take advantage of FMLA because their life partners are not recognized under federal law.

LGBT Americans experience the same levels of stress, lack of productivity, distraction and fear of job loss as do others when their domestic partners or same-sex married partners become ill and must be hospitalized or cared for by others, and yet they are not guaranteed access to leave to care for them under the FMLA. The result is that many LGBT people are unable to take time off from work in family emergencies for fear of losing their jobs. This lack of guaranteed leave places both the employee and their partner at increased risk for stress, financial hardship and job loss.

How will the measure work? Maloney's bill would correct this inequity by extending coverage under the FMLA to people taking leave to care for their domestic partner or same-sex married partner with a serious health condition.

Bill number: H.R. 475.

Military Readiness Enhancement Act

What is the Military Readiness Enhancement Act? Introduced by Rep. Martin Meehan, D-Mass., on March 2, 2005, the main purpose of this legislation is to repeal the U.S. military's "Don't Ask, Don't Tell" policy so that lesbian, gay and bisexual troops would be allowed to serve openly. The bill is much more than a non-discrimination bill. It is a bill that would protect national security and strengthen our military, while saving taxpayers and our armed forces millions of dollars and countless man hours that could be put to better use.

Why should I support this bill? Military readiness is enhanced when every qualified American who wants to serve is allowed to do so. It is estimated that at least 65,000 lesbian, gay and bisexual Americans are currently serving in the U.S. military. More than 10,000 more have already been discharged under "Don't Ask, Don't Tell."

Given the current needs of the our armed forces, which are already stretched thin and are facing serious problems in recruiting and retaining troops, it makes no sense to continue upholding a policy that keeps able-bodied Americans from serving.

Many of our closest allies involved in the war against terror already allow lesbian, gay, bisexual or transgender soldiers to serve openly in their militaries, and American soldiers are currently serving overseas with openly gay soldiers from countries such as Great Britain, Israel and Australia.

Furthermore, other government agencies that play a crucial role in fighting terrorism, such as the CIA, the Transportation Security Administration and the Department of Homeland Security, already have non-discrimination policies that protect their gay and lesbian employees from discrimination. Those employees play a vital role in protection our country, and American soldiers should be given the same fair and equal treatment.

"Don't Ask, Don't Tell" weakens our national security. According to a report just released by the General Accounting Office, nearly 800 specialists with critical skills have been fired, including 322 linguists, 54 of whom specialized in Arabic. According to the GAO report, the enforcement of this policy has cost a minimum of \$191 million, although that number does not include costs associated with discharging officers or other highly skilled specialists. That is money that could be spent on armor for our tanks and Humvees, Kevlar body armor for our troops or other weapons and supplies that are desperately needed to support American soldiers. The GAO report clearly shows that "Don't Ask, Don't Tell" must be repealed.

What is the current status of the measure? This bill was introduced March 2, 2005, in the U.S. House of Representatives.

Bill number: H.R. 1059.

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Subj: **Bethel Addresses-members-friends -06 Updated for Jan 07**
 Date: 1/13/2007 6:22:08 PM Central Standard Time
 From: underknight@bellsouth.net
 To: revmarge1@aol.com

Jan

2007

Bethel-Members & Friends-Page 1

DATE	NAME	PHONE	ADDRESS	CITY STATE ZIP
Member	Acuff, Jane 11-12-06 404-	808-6447	1289 Fork Creek Tr,	Decatur, GA 30033
Member	Argent, Jim cell: 218-3673	951-3177	602 Morgan Rd	Trussville, AL 35173
Member	Beckwith, Delbert/ Tony	640-8014	927 Clements Circle	Moody, AL 35004
Friend	Blair, James	256-249-	538-Macedonia Rd	Sylacauga, AL 35150
Friend	Brock, Bettie Cell:999-3877	655-0848	136 Charlston, Way	Trussville, AL 35173
Friend	Boston, Sean		2426 Gawain Dr	Hoover, AL 35226
Member	Boyd, Calvin	338-0233	PO Box 321	Pell City, AL 35218
Friend	Burkett, Timothy	933-2176	2021 10th Ave So. #303	Bhm, AL 35205
Member	Butts, Frank cell: 807-4317		PO Box 726	Oneonta, AL 35121
Member	Cook, Dottie/Smith, Tish 205-	462-0933	3214 50th St East	Tuscaloosa, AL 35404
Member	Eilts, Langdon	939-1108	2040 Highland Ave So # 206	Bhm AL. 35205
Member	Ensley, Gerald cell:	862-5628		
Member	Faust, John/Foster, Randall 205	629-6525	294 Cove Acres	Odenville, AL 35120
Member	Farless, Jimmie Cell: 602-7556	849-9093	2118 RidgeBrook Rd	Fultondale, AL 35068
Member	Davis, Steve 11-19-06		same as above	
Friend	Furlow, Cliff 334-399-9173 cell	216-3185	704 3rd St NE	Alabaster, AL 35007
Friend	Waters, Dodd 334-	221-9472cell	same as above	
Member	Goolsby, Robbie/Mims, Susan	991-7510	136 Sutton Cir	Bhm, AL 35242-7075
	Cell Susan:	566-6531	Cell Robbie: 566-6535	
Member	Gilmore, Larry	218-9507	2040 Highland Ave So. #502	Bhm, AL 35205
Member	Green, Keith	585-0754	5037 Caldwell Rd	Bhm AL 35210
Member	Guy, Larry Cell: 441-1317	956-1400	2510 Crestwood blvd #120	Bhm, AL 35210
Rev	Horne, Larry Rev./ Michael	836-6918	414 Balcourt Dr.	Bhm, AL 35206
Member	Howell, Stan (Dixie)	939-1618	2040 Highland Ave So. #105	Bhm, AL 35205
Member	Holderfield (Calvin) Lee		5601 McKinney Dr	Mt. Olive, AL 35117
Friend	Hollingworth, Jack	999-1972	205 Killough Dr	Bhm AL 35215
Member	Jacobs, Troy	951-0690	1601 Trailor Lane Lot 61	Bhm AL 35210
Friend	James, Frank	862-0304		
Friend	Johnson, Trish	836-8778	544 Gadsden Hwy # B- 38	Bhm, AL 35235
Member	Johnson, Candy &	854-2351	1333 Juniper Dr	Bham, AL 35235
Member	Spakes, Kathy		same as above	
Member	Knight, Denise/Underhill, Nancy	591-0754	5200 10th Terr So	Birmingham, AL 35222
Member	Cell: Nancy: 427-3227		Denise's cell: 427-3226	
Member	Lambert, Shirley	592-7124	708 46th St So	Birmingham, AL 35222
Member	Ragona, Rev. Marge	592-7124	Same as above	Birmingham, AL 35222
Friend	Mracek, Jon/ Jim wk 595-7780	276-2499	5601 McKinney Dr	Mt. Olive, AL 35117
Member	McCord, Angie	907-4924	6621 Maplewood Cove	Trussville, AL 35173
Member	Oden, Ella	567-8512	Same as above	
Friend	Montgomery, Beverly	833-5573	8034 7th Ave N	Bhm AL 35206
	Morell, Floyd 334-399-9173 cell	591-9422	5013 Clairmont Ave	Bham, AL 35222

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Friend (2)	Neighbors, Deon/Vines, Dot Cell: 205-706-3185	956-8430	4313 Mountindale Rd	Bhm, AL 35213
Member	O'Neal, Stanley Roberts 10-29	923-8982	1813 Ethel Ave	Bhm AL 35211
Member	O'Neal, Edgar		Same as above	
Member	Prescott, Ron/ Frank Dodson	986-8450	212 Pine Tree Lane	Bham AL 35206
Member	Quinn, Johnathan-cell	601-6004	424 Exeter Dr	Bhm AL 35206
Member	Ragona, Missy	532-4476	1708 13th Court So.	Bham, AL 35205
Friend	Reynolds, Myrtle	956-4915	1601 Trailor Lane Lot 65	Bhm AL 35210
Friend	Segrist, Benjamin-Cell: 492-3637	702-4286	7040 Briarwood Ln	Leeds, AL 35094-2464
Member	Sills, Don 11-19-06		5601 Mckinney Rd	Mt. Olive, AL 35117
Member	Simmons, Eddie-Cell:515-6220	592-9984	5911 1st Ct. No.	Birmingham, AL 35212
Member	Simoneau, Ronald/Libertee Belle	956-9998	241 Daly St	Birmingham, AL 35210
Member	Smith, Bill 11-19-06 266-8011	959-1977	7713 J Sunrise Cir.	Birmingham, AL 35210
Friend (2)	Watwood, Kathy/Rebecca	356-3433	1117-Oakwood St	Bhm, AL 35215
Member	Wetzel, Richard D. 256-	546-8840	301 Princeton Ave Apt #178	Gadsden, AL 35901
Member (2)	Winchell, Pam/Wise, Glenda	591-4788	619 Esplanade Dr.	Bhm AL 35206
Friend	Wheeler, Drew -Cell:540-1529	590-1050	8018 River Bend Rd	Morris, AL 35116
Member	Wolfe, Jerry	491-6370	5069 Walnut Dr.	Sylvan Springs, AL
Member	Lawrence, Scott 11-5-06		same as above	
Member	Schaefer, Mary		same as above	
Friend	Wendy & Joyceline		1812 3rd Ave S	Pell City, AL 35128



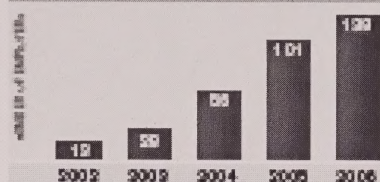
More companies than ever sought and achieved a perfect score in the Human Rights Campaign Foundation's Corporate Equality Index in 2006.

A total of 138 companies received the top rating of 100 percent this year — a tenfold increase from when the CEI was first launched in 2002 with 15 companies receiving the highest rating.

To maintain a perfect rating in 2006 (or, in some cases, obtain a rating for the first time), America's largest corporations are instituting significantly more comprehensive workplace policies for gay, lesbian, bisexual and transgender employees. In all of the policy and benefit areas that were measured, this report reveals double-digit increases in the number of companies adhering to the criteria.

Some of the biggest gains were in criteria added to the CEI for the first time in 2006, such as transgender wellness benefits and domestic partner benefits. A concerted effort by GLBT employee groups and executives to educate themselves and their peers reflects a strong desire, common in organizations, to move at a heightened pace to implement policies and work to publicize them.

Figure 1. Numbers of Companies with Perfect Scores



In certain industries, companies that reached 100 percent last year ripped a domino effect that led to the adoption of inclusive policies at other companies within the industry. In 2006, law firms and companies in the aerospace and defense, consulting services and pharmaceutical industries moved in lockstep, behind industry leaders, to change their workplaces for GLBT employees.

Meanwhile, the most progressive companies seek out GLBT employees and suppliers. But today, they're not aiming to serve up discrimination — as may have been the case in years past. Instead, the companies are trying to identify GLBT employees on a voluntary basis for leadership development opportunities and expand their supplier diversity programs to include GLBT-owned businesses.

GLBT inclusiveness is a critical component of our objective to be the employer of choice, service provider of choice, business partner of choice and neighbor of choice globally.

— Ann Devrie McCarthy, chief diversity officer, Citigroup

EXECUTIVE SUMMARY

In 2006, 138 companies received a perfect score on the HRC Corporate

Equality Index — a tenfold increase

from the number that scored 100 percent at the
CEI's inception in 2002.

The increase comes on top of new criteria that were
added to the CEI in 2006. These criteria include
domestic partner benefits beyond health insurance,
such as retirement benefits, leave policies and other
perks, and supportive guidelines and wellness benefits
for transgender employees.

Adobe Systems Inc. San Jose CA
Aetna Inc. Hartford CT
Agere Systems Inc. Allentown PA
Agilent Technologies Inc. Palo Alto CA
Allianz Life Insurance Co. of North America Minneapolis MN
Alston & Bird LLP Atlanta GA
American Express Co. New York NY
AMR Corp. Fort Worth TX
Anheuser-Busch Companies Inc. St. Louis MO
Apple Computer Inc. Cupertino CA
Arnold & Porter Washington DC
AT&T Inc. San Antonio TX
Avaya Inc. Basking Ridge NJ
Bain & Company Inc. Boston MA
Bank of America Corp. Charlotte NC
Bausch & Lomb Inc. Rochester NY
BellSouth Corp. Atlanta GA
Best Buy Co. Inc. Richfield MN
Boeing Co. Chicago IL
BP America Warrenville IL
Bright Horizons Family Solutions Inc. Watertown MA
Bristol-Myers Squibb Co. New York NY
California State Automobile Association San Francisco CA
Capital One Financial Corp. McLean VA
Cargill Inc. Wayzata MN
Carlson Companies Inc. Minnetonka MN
Charles Schwab Corp., The San Francisco CA
Chevron Corp. San Ramon CA
ChoicePoint Inc. Alpharetta GA
Chubb Corp. Warren NJ
CIGNA Corp. Philadelphia PA
Cisco Systems Inc. San Jose CA
Citigroup Inc. New York NY
Clear Channel Communications Inc. San Antonio TX
Clorox Company Oakland CA
CMP Media LLC Manhasset NY
CNA Insurance Chicago IL
Coca-Cola Company Atlanta GA
Consolidated Edison Co. New York NY
Coors Brewing Company Golden CO
Corning Inc. Corning NY
Credit Suisse Securities (USA) LLC New York NY
Cummins Inc. Columbus IN
DaimlerChrysler Corp. Auburn Hills MI
Dell Inc. Round Rock TX
Deloitte & Touche USA LLP New York NY
Deutsche Bank New York NY
Dorsey & Whitney Minneapolis MN
Dow Chemical Co. Midland MI
DuPont (E. I. du Pont de Nemours) Wilmington DE
Eastman Kodak Co. Rochester NY
Eli Lilly & Co. Indianapolis IN
Ernst & Young LLP New York NY

Estée Lauder Companies New York NY
Faegre & Benson Minneapolis MN
Fannie Mae Washington DC
Ford Motor Co. Dearborn MI
Freescale Semiconductor Inc. Austin TX
Gap Inc. San Francisco CA
General Mills Inc. Minneapolis MN
General Motors Corp. Detroit MI
GlaxoSmithKline PLC Philadelphia PA
Global Hyatt Corp. Chicago IL
Goldman Sachs Group Inc., The New York NY
Google Inc. Mountain View CA
Harvard Pilgrim Health Care Inc. Wellesley MA
Heller Ehrman LLP San Francisco CA
Hewitt Associates Lincolnshire IL
Hewlett-Packard Co. Palo Alto CA
Honeywell International Inc. Morristown NJ
Hospira Inc. Lake Forest IL
ING North America Insurance Corp. Atlanta GA
Intel Corp. Santa Clara CA
International Business Machines Corp. Armonk NY
Intuit Inc. Mountain View CA
J.P. Morgan Chase & Co. New York NY
Jenner & Block LLP Chicago IL
Johnson & Johnson New Brunswick NJ
Kaiser Permanente Oakland CA
Keyspan Corp Brooklyn NY
Kimpton Hotel & Restaurant Group Inc. San Francisco CA
KPMG LLP New York NY
Kraft Foods Inc. Northfield IL
Lehman Brothers Holdings New York NY
Levi Strauss & Co. San Francisco CA
Lexmark International Inc. Lexington KY
Liz Claiborne Inc. North Bergen NJ
Lucent Technologies Inc. Murray Hill NJ
McDermott Will & Emery LLP Chicago IL
McKinsey & Co. Inc. New York NY
Mellon Financial Corp. Pittsburgh PA
Merck & Co. Inc. Whitehouse Station NJ
Merrill Lynch & Co. New York NY
MetLife Inc. New York NY
Microsoft Corp. Redmond WA
Mitchell Gold + Bob Williams Taylorsville NC T
Morgan Stanley New York NY
Morrison & Foerster LLP San Francisco CA
Motorola Inc. Schaumburg IL
Nationwide Columbus OH
NCR Corp. Dayton OH
New York Times Co. New York NY
Nike Inc. Beaverton OR
Nixon Peabody LLP Rochester NY
Nordstrom Inc. Seattle WA
Northrop Grumman Corp. Los Angeles CA
Orrick, Herrington & Sutcliffe San Francisco CA
Owens Corning Toledo OH
PepsiCo Inc. Purchase NY
Pfizer Inc. New York NY
PG&E Corp. San Francisco CA
Pillsbury Winthrop Shaw
Pittman LLP San Francisco CA
Powell Goldstein LLP Atlanta GA
PricewaterhouseCoopers LLP New York NY
Prudential Financial Inc. Newark NJ
Raytheon Co. Waltham MA
Replacements Ltd. McLeansville NC
S.C. Johnson & Son Inc. Racine WI
Schering-Plough Corp. Kenilworth NJ
Sears Holdings Corporation Hoffman Estates IL
Sempra Energy San Diego CA

Profile

[Return to search results](#)

Office Depot Inc.
<http://www.officedepot.com>

Headquarters: Delray Beach, FL

HRC Corporate Equality Index Score

60

Business Rankings

Ranking (Year)	Rank
Russell 1000 (2004)	
Fortune 1000 (2006)	154
S&P 500 (2005)	
Fortune 500 (2006)	154

Policies

Policy Type (Year Enacted)	Inclusion *
Has a written non-discrimination policy covering sexual orientation in its employee handbook or manual (1996)	Y
Has a written non-discrimination policy covering gender identity in its employee handbook or manual	N
Offers health insurance coverage to employees' domestic partners (2005)	Y

Benefits

Benefit Type (Year Enacted)	Type of Couples Eligible
Health/Medical (2005)	Spouses, Same/Opp-Sex Partners
Dental (2005)	Spouses, Same/Opp-Sex Partners
Vision (2005)	Spouses, Same/Opp-Sex Partners
Dependent health coverage (2005)	Spouses, Same/Opp-Sex Partners
COBRA-like benefit (2005)	Spouses, Same/Opp-Sex Partners
FMLA-like leave (2005)	Spouses, Same/Opp-Sex Partners
Bereavement leave (2005)	Spouses, Same/Opp-Sex Partners

Supplemental life insurance (2005)	Spouses, Same/Opp-Sex Partners
Relocation assistance (2005)	Spouses, Same/Opp-Sex Partners
Qualified joint and survivor annuity for spouse/partner (2005)	Spouses, Same/Opp-Sex Partners
Diversity Training	
Topics Offered	Required Attendees
Sexual Orientation	All managers/supervisors required to attend
Gender Identity/Expression	Not offered
GLBT advertising, sponsorship or philanthropy	
	Y
Engages in corporate action that would undermine the goal of equal rights GLBT people	
	N

* Data keys:

Y = Yes; N = No; P = Plan to offer; R = Rescinded; N/A = Not available; S = Only in some subsidiaries

These data represent the best efforts of the Human Rights Campaign Foundation to track laws and policies that relate to sexual orientation and gender identity discrimination, and workplace same-sex benefits. Because of the proprietary nature of human resource information and because there is no centralized place where laws and policies must be reported, some entities that have inclusive policies for lesbian, gay, bisexual and transgender Americans may not appear. Also, while every effort is made to confirm the existence of these laws and policies, some may have been included in error. The information offered here is intended for educational purposes only. It does not constitute, and should not in any cases be regarded as or relied upon as, legal, or professional advice. If you require individualized legal advice, the Human Rights Campaign Foundation highly recommends that you consult an attorney.

We encourage readers with additions, corrections, questions or comments to contact: HRC WorkNet at HRCWorkNet@hrc.org.

- <http://home.cc.umanitoba.ca/~wyatt/tv-characters.html>

2.1 1961 - 1970

The Roads to Freedom (drama) BBC 1970, seen on PBS 1971

- Daniel Sereno (Daniel Massey)

Paris on the eve of the Second World War. Based on the novel trilogy of the same name, by Jean-Paul Sartre.

2.2 1971 - 1980

Number 96 (serial drama) TEN 1972-1977

- Don Finlayson [and 1974 feature film] (Joe Hasham) lawyer
- Simon Carr 1972 [and 1974 feature film] (John Orcsik) public relations businessman
- Bruce Taylor 1972, 1973-1974 (Paul Weingott) photographer
- Karen Winters 1972 (Toni Lamond) receptionist
- Dudley Butterfield 1973-1977 [and 1974 feature film] (Chard Hayward) chef
- Marie Crowther 1973 (Hazel Phillips) volunteer counsellor
- Paul Mathews 1973 (David Whitford) journalist
- Dr. Alistair Pascal 1973 (Raymond Duparc) psychiatrist
- Robyn Ross 1973 ("Carolle Lea" aka Carlotta of Les Girls)
- Brad Hilton 1974-1975 (Terry Bader) flight attendant
- Grant Chandler 1976-1977 (Michael Howard) chauffeur
- Phillip Chambers 1976 (Henri Szeps) high school teacher
- Rob Forsyth 1977 (John McTernan) American architect on holiday
- Joshua 1977 (Shane Porteous) religious cult leader

Life in and around a block of flats in Sydney, NSW. Don and Dudley were residents and lovers. "... *Number 96* created a sensation when it went on the air in 1972, dealing graphically with homosexuality, drug and alcohol addictions, ambitious and promiscuous people, insanity, rape, and sex---mostly sex." (Brooks & Marsh, 3rd ed., p. 616). Through the long run of the show, Don had affairs or relationships with Dudley, Simon, Grant, Rob, Joshua, Paul, and Bruce. Don was also the the object of the affections of Brad, Dr. Pascal, and Phillip. Dudley, Simon, Grant, and Bruce were bisexuals, Karen was a lesbian (and a witch), and Robyn turned out to be a transsexual, much to her boyfriend's surprise.

An American version of the show (NBC, 1980-1981 and more of a sitcom) was much tamer and did not include any gay characters.

The Corner Bar (sitcom) ABC 1972-1973

- Peter Panama 1972 (Vincent Schiavelli)

Set in a New York City neighborhood bar called Grant's Tomb. The regular customers included Peter, a gay set designer. The show was reworked for the 1973 season in several elements, including dropping him, but the show was cancelled again anyway.

Are You Being Served? (sitcom) BBC 1972-1984

- Mr. (Wilburforce Clayborn) Humphries (John Inman)

The series was set in the mens- and womenswear departments of the fictitious store 'Grace Brothers'. Mr. Humphries was a camp assistant whose catch-phrase was 'I'm free.' In the early episodes there were just hints that he was gay, but latterly it seemed directly obvious. It was never actually stated, though (and has been denied by both the writers and Inman). See sequel *Grace and Favour*. An American version was developed under the title *Beane's of Boston* with Alan Sues in the role of George Humphreys. The pilot was aired on CBS in 1979 but the show was not picked up as a series.

An American Family (cinema-verite documentary) PBS 1973, HBO 1983

- Lance Loud

The film crew recorded 300 hours in seven months of the life of the Loud family of Santa Barbara, California, and edited the footage into twelve one-hour episodes. In the course of the filming, son Lance came out to his parents. HBO aired a one-hour follow-up show in 1983.

It Ain't Half Hot, Mum (sitcom) BBC 1974-1982

- 'Gloria' Beaumont (Melvyn Hayes)

The character 'Gloria' is considered to be a poof by the other members of the concert party (in WW2 Burma) because he plays all the female parts.

Porridge (prison sitcom) BBC 1974-1978

- Lukewarm (Christopher Biggins)
- 'Gay' Gordon (Felix Bowness)

Gay Gordon was a semi-regular character. He worked in the kitchens but very little use was made of the character.

Hot I Baltimore (sitcom) ABC 1975

- George (Lee Bergere)
- Gordon (Henry Calvert)

Situation comedy set in the dilapidated Hotel Baltimore (where the 'E' in the sign was burned out). All the characters were in some way eccentric. George and Gordon's eccentricity was that they were a homosexual couple.

Barney Miller (police sitcom) ABC 1975-1982

- Marty (Jack DeLeon)
- Darryl Driscoll (Ray Stewart)
- Officer Zitelli (Dino Natali)

This sitcom was set in New York City's Greenwich Village and included a variety of recurring bit parts for victims and perpetrators. Among these roles were one male couple, Marty and Darryl. Officer Zitelli also came out at one point, late in the series run.

All In The Family (sitcom) CBS 1971-1979

- Beverly La Salle 1976-1977 (Lori Shannon [Don McLean]) female impersonator

Archie Bunker performed mouth-to-mouth resuscitation on a woman passed out in the back of his cab. Beverly turned out to be a man, and made two other visits to the Bunker household. (Episodes "113. Archie the Hero", "140. Beverly Rides Again", and "168. Edith's Crisis of Faith".)

The Bob Newhart Show (sitcom) CBS 1972-1978

- Craig Plager (Howard Hesseman)

Occasional character, a patient of psychiatrist Bob Hartley (Bob Newhart) seeking help with his writer's block. Sexual orientation mentioned only once, in episode "Some of My Best Friends Are...".

The Box (serial drama) TEN 1974-1977

- Viki Stafford (Judy Nunn) television producer
- Lee Whiteman (Paul Karo)
- Wayne Hopkins (Ian Gilmour) Lee's love interest
- Felicity (Helen Hemingway) Viki's love interest

Series set amongst the behind the scenes bedhopping and general goings on at a TV station. It was another program of the *Number 96* genre. Lee was a TV station employee and quite stereotypically gay. Both Viki and Felicity were bisexual.

Ball Four (sitcom) CBS 1976

- _____ () rookie

Baseball sitcom. [Further information requested. Credits include "Bill Westlake, the rookie" played by David-James Carroll]

Mary Hartman, Mary Hartman (sitcom) Syndication 1976-1977

- Annie 'Tippytoes' Wylie (Gloria DeHaven)
- Ed (Larry Haddon)
- Howard (Beeson Carroll)

Soap opera parody included a bisexual occasional character. Minor characters Ed and Howard were not just roommates.

The Nancy Walker Show (situation comedy) ABC 1976

- Terry Folson (Ken Olfson) unemployed actor

Nancy Walker played talent agent Nancy Kitterage, operating out of the home she shared with her navy husband and a unemployed gay actor paying his room and board by working as Nancy's secretary.

Snips (sitcom) Syndicated "late 1970s"

- Michael (Walter Wonderman) hairdresser

Comedy centred around a divorced hairdresser and his ex-wife. Their friend Michael was a series regular. This sitcom was developed for NBC for the fall 1976 season but cancelled before it aired. Episodes reportedly appeared in syndication in Australia in the late 1970s. (Capsuto pp. 127-128)

Soap (serial sitcom) ABC 1977-1981

- Jodie Dallas (Billy Crystal)
- Dennis Phillips 1978 (Bob Seagren)
- Alice 1979 (Randee Heller)

Jodie was a regular character throughout the run of this show, although he was eventually involved with women. Dennis was the very closeted pro-football quarterback involved with Jodie the first season. Alice was a lesbian friend of Jodie's later in the show's run.

All That Glitters (sitcom) Syndicated 1977

- Linda Murkland (Linda Gray) fashion model

Sitcom set in the world of high fashion modelling. Linda was a model, and a male-to-female transsexual. (Capsuto p. 303).

Angels (hospital drama[?]) BBC 1976-1982

- Ken Hastings 1979-1980 (Michael Howarth) nurse tutor
- Paul 1980 (Michael Troughton)

Series about nurses. Ken campaigned to save the N[ational] H[ealth] S[ervice] from Margaret Thatcher, and the hospital from closing. Paul was Ken's lover in a couple of episodes.

Agony (serial sitcom) LWT for ITV 1979-1981

- Rob Illingworth (Jeremy Bulloch)
- Michael (Peter Denyer) teacher

Rob and Michael were a gay couple who lived next door to Jane Lucas (Maureen Lipman), an Agony Aunt (advice columnist). There were a couple of stories dealing with gay issues directly and they were in almost all the episodes. Michael eventually commits suicide, after his being outed on a live phone-in radio show, sacked (fired) from his job, and failing to find other work. See also the sequel Agony Again.

Prisoner: Cellblock H (serial prison drama) TEN 1979-1986

- Freida 'Franky' Doyle 1979 (Carol Burns) prisoner
- Doreen Anderson/Burns (Colette Mann) prisoner
- Judy Bryant 1979-c1984 (Betty Bobbitt) prisoner
- Sharon Gilmour 1979 (Margot Knight) Judy's partner
- Angela Jeffries 1979 (Jeanie Drynan) lawyer
- Joan 'The Freak' Ferguson c1982-1986 (Maggie Kirkpatrick) guard
- Ray "Gay Ray" Proctor 1984 (Alex Menglet) prison cook
- Terri Malone 1985 (Margot Knight) a guard, Joan's love interest

Serial drama set in a women's detention centre in Australia. Among the cast of prisoners was a lesbian named Franky. As the series developed, various characters came and went, including Judy, who committed a crime so she could be jailed with Sharon, and bisexual prisoner Doreen.

Penmarric (serial drama) BBC 1979

- Phillip Castallack (Rupert Frazer)
- Alun Trevoise (John Patrick)

Multi-generational serial drama set in British mining. Phillip, about to be married, falls in love with mining engineer Alun. Alun is killed in a mining accident and Phillip eventually commits suicide.

Tinker, Tailor, Soldier, Spy (espionage miniseries) BBC 1979

- Bill Haydon (Ian Richardson)

George Smiley discovers a mole - his own wife's lover - who is unmasked and eventually killed by a male lover, Jim Prideaux (Ian Bannen), whom he betrayed during a mission to Prague. (Howes, p. 847)

Together (serial drama) Southern Television for ITV 1980-1981

- Trevor Wallace (Paul Hastings) rail steward
- Pete Hunt (Stephen Churchett) nursing assistant

Daytime serial about residents of Rutherford Court.

2.3 1981 - 1990

Brideshead Revisited (drama miniseries) Granada 1981

- Lord Sebastian Flyte (Anthony Andrews)
- Charles Ryder (Jeremy Irons)
- Anthony Blanche (Nicholas Grace)
- Kurt (Jonathan Coy) a German lover that Sebastian has later in the book.

Based on the Evelyn Waugh novel of the same name.

Love, Sidney (sitcom) NBC 1981-1982

- Sidney Shorr (Tony Randall)

In the made-for-TV movie, Sidney was definitely gay. By the time the series reached the air NBC had forbidden the mention of the character's sexual orientation.

Dynasty (serial drama) ABC 1981-1989, 1991

- Steven Carrington (Al Corley 1981-1982 and 1991, Jack Coleman 1982-1986)
- Ted Dinard 1981 (Mark Withers)
- Chris Deegan 1983 (Grant Goodeve)
- Luke Fuller 1984-1985 (William Campbell)
- Bart Falmont 1985, 1991 (Kevin Conroy 1985, Cameron Watson 1991)

Ted was Steven's ex-lover, who followed him back to Denver and was killed by Steven's father Blake. For a few episodes Steven roomed platonically with his gay custody lawyer Chris Deegan. For one whole season Steven and Luke courted one another and became lovers, until Moldavian terrorists killed Luke. Bart was a closeted son of Blake's political rival, until he was outed by Adam. In the 4-hour 1991 reunion show, Steven had followed Bart to D.C. and they had become lovers.

Tenko (prisoner-of-war drama) BBC 1981-1984

- Nellie Keene 1981-1982 (Jeananne Crowley)

Series about women interned by the Japanese in Singapore during World War II. Nellie, a nurse, came to care for another prisoner, Sally (Joanne Hole). When a third prisoner, Dorothy, outs them, Sally is disgusted by the suggestion and she disassociates herself from Nellie.

It Takes a Worried Man (sitcom) C4 1981-1984

- Simon (Nicholas Le Prevost)

A gay psychiatrist in this series about a newly divorced man.

Brass (sitcom) Granada for ITV 1982-1984, C4 1990

- Morris Hardacre 1982-1984, 1990 (James Saxon)

In *Brass* there was a character who was based on Sebastian in *Brideshead Revisited* (always carrying around a teddy bear).

Fame (drama/musical) NBC 1982-1983, syndicated 1983-1986

- Montgomery MacNeil 1982 (P.R. Paul)

The movie *Fame* had one gay character, Montgomery, and he was quickly written out at the start of the television series.

'Allo, 'Allo (sitcom) BBC 1982, 1984-1992

- Lt. Hubert Gruber (Guy Siner)

Nazi Lieutenant Gruber has a crush on Rene, the cafe owner and central character in this low comedy about the French Resistance.

All My Children (serial daytime drama) ABC 1970-present

- Dr. Lynn Carson 1983 (Donna Pescow)

After Devon McFadden (Tricia Pursley Hawkins, 1977-1981 and 1983-1984) discovered Lynn was a lesbian, she convinced herself that a relationship with a woman was the answer to her problems. Lynn wisely told her that you don't just choose to become a lesbian because your affairs with men don't work out. After about 2 or 3 months, Lynn decided to get on with her life and moved away from Pine Valley. See also *All My Children* in the 1990s.

Santa Barbara (serial daytime drama) NBC 1984-1993

- Channing Capwell Junior 1985? (Robert Wilson?)
- Lindsay Smith 1985? (Joel Bailey)

This soap opera opened its first episode with the release from prison of the wrongly convicted murderer of Channing Capwell Jr. In the course of finding the real killer, it was discovered that Channing's past included affairs with his father's mistress and someone named Lindsay Smith. More investigation turned up that Lindsay was another man. Some of this story was played out in flashback wherein Channing and Lindsay appeared.

Brothers (sitcom) Showtime 1984-1989

- Donald Maltby (Philip Charles MacKenzie)
- Cliff Waters (Paul Regina)

Cliff was one of the three Brothers of the title and was much less comfortable with his gayness than his best friend Donald.

The Jewel In the Crown (drama miniseries) Granada 1984

- Ronald Merrick (Tim Pigott-Smith)
- 'Sophie' Dixon (Warren Clarke)
- Count Dimitri Bronowsky (Eric Porter)

Merrick is deep in the closet. Dixon is very much out. Bronowsky just hints at his preference. Merrick's sexuality is of some relevance to the plot, especially at the end.

Gems (daytime serial drama) [U.K.] 1984-1987

- Paul Currie (William Armstrong)

Soapie set in a Covent Garden fashion house. Paul holding hands with his boyfriend in a 1985 episode prompted a letter writing protest from scandalized viewers.

Hail To the Chief (sitcom) ABC 1985

- Randy (Joel Brooks)

White House chief Secret Service agent is gay, in this sitcom about the first woman president.

In Sickness and Health (sitcom) BBC 1985-1992

- Winston Churchill 1985-1987 (Eamonn Walker)

The *Til Death Us Do Part* character Alf Garnet (Archie Bunker in the U.S. version) got someone from social services assigned to him to help after his wife died. This character was black and gay, infuriating Alf.

Mapp & Lucia (comedy) C4 1985-1986

- 'Quaint' Irene Coles (Cecily Hobbs)
- Georgie Pillson (Nigel Hawthorne)

Whilst Emmeline 'Lucia' Lucas and Elizabeth Mapp contested the social leadership of their town, Quaint Irene quietly carried a torch for Lucia. Georgie is a nervous, fussy man who spends his evenings with his embroidery. [I'm not clear if the orientation of either character was explicitly stated.]

Sons and Daughters (serial drama) 7N 1981-1987

- Colin Turner circa 1985 (Nicholas Ryan)

Serial drama about the lives and loves of two families and their children (and friends).

St. Elsewhere (hospital drama) NBC 1982-1986

- Kevin O'Casey 1985-1986 (John Scott Clough)
- Brett Johnson 1986? (Kyle Secor)

St. Elsewhere often featured guest roles that spanned several episodes, or that recurred periodically over longer time frames. Kevin was the latest generation of a family of hereditary patients at St. Eligius. His lover Brett had AIDS. In another, two-episode story arc, Dr. Anne Cavanero rebuffed the advances of visiting specialist Dr. Christine Holt (Caroline McWilliams).

Hollywood Beat (police drama) ABC 1985

- George Grinsky (John Matuszak)

This show was an attempted *Miami Vice* clone, and George ran the coffee shop where the two principal cops hung out.

Sara (sitcom) NBC 1985

- Dennis Kemper (Bronson Pinchot)

Dennis was one of four young lawyers in this office sitcom. The show didn't last long and star Geena Davis left TV for the movies.

Check It Out (sitcom) CTV and USA 1985-1988

- Leslie Rappaport (Aaron Schwartz)

Sitcom set in a supermarket. Leslie was overtly homosexual, and worked at the checkout registers.

Howard's Way (serial drama) [U.K.] 1985-1990

- Gerald Urquhart (Ivor Danvers)

"Upmarket, fearfully smug boating and bonking serial" (Howes, p. 365). In episode seven Polly reveals her marriage to Gerald is a sham, he's gay and needed the marriage to maintain respectability in business.

Brookside (serial drama) C4 1982-present

- Gordon Collins 1985-1990 (Nigel Crowley 1985, Mark Burgess 1986-1990)
- Christopher Duncan 1986-1990 (Stifyn Parri)

A twice weekly serial in which one of the characters is gay. Key to an early plot line where he was 'got at' at school by others who found out. He eventually acquired a lover, Chris. See also *Brookside* after 1991.

EastEnders (serial drama) BBC 1985-present

- Colin Russell 1986-1989 (Michael Cashman)
- Barry Clark 1986-1989 (Gary Hailes)
- Guido Smith 1988-1989 (Nicholas Donovan)
- Queenie 1988 (John Labanowski)

Colin was a guppie graphics designer who had moved into the gentrifying east end of London. There he met Barry and the two moved in together. After Barry left to join the merchant marine, Colin met Guido, who eventually moved in with him. Queenie belonged to another plotline. He was a jail enforcer working with 'the Firm' (the mob). See also *EastEnders* in the 1990s.

Hill Street Blues (police drama) NBC 1981-1987

- Eddie (Charles Levin)
- Officer Kate McBride (Lindsay Crouse) police detective

Occasional roles. Eddie was an informer working for Belker, and snitched on his own lover.

The Tracey Ullman Show (sketch comedy) FOX 1987-1990

- David (Dan Castellaneta)
- William (Sam McMurray)

Within the sketch format, there were several recurring characters. One such 'continuing saga' was that of 14 year old Francesca (Tracy Ullman) who lived with her father David and his lover William. They were depicted as ordinary parents with an unordinary characteristic --- they were gay.

Women In Prison (prison sitcom) FOX 1987-1988

- Bonnie Harper (Antoinette Byron)

Situation comedy set in a women's prison. Prisoner Bonnie was a gay English hooker.

Hooperman (police sitcom/drama) ABC 1987-1989

- Rick Silardi (Joseph Gian) police officer
- Rudy 1988-1989 (Rod Gist)

Silardi and his female partner DeMont were series regulars. Sometimes a story would revolve around them, but most often it didn't. Rudy was one of Hooperman's tennants. Series set in San Francisco.

As the World Turns (daytime serial drama) CBS 1956-present

- Hank Elliot 1988-1989 (Brian Starcher)

Hank was a dress designer, who had come to town to find occupation away from his HIV+ lover Charles (never seen). Various characters reacted differently to Hank's coming out to them.

Cagney and Lacey (Police drama) CBS 1982-1988

- _____? 1988? ()

Later in the run of this series, one of the lead policewomen acquired a gay male neighbour, appearing on an occasional basis.

HeartBeat (medical drama) ABC 1988

- Marilyn McGrath (Gail Strickland)
- Patti (Gina Hecht)

This short lived drama included among its cast of characters Marilyn, a lesbian nurse-practitioner. Her lover Patti, a caterer, appeared occasionally.

He Shoots He Scores (hockey drama) CBC 1986-1989?

- Tom Snyder 1988 (Mark McManus) hockey coach

Minor character. It was revealed that the Team U.S.A. coach had been blackmailed using pictures of him kissing his male lover. (Produced simultaneously in French as *Lance et Compte* for Quebec, France and Switzerland.)

Doctor, Doctor (medical sitcom) CBS 1989-1991

- Richard 'Dick' Stratford (Tony Carreiro)
- Hugh Persons (Brian George)

Richard was an English professor and the brother of one of the four doctors in the show. Hugh hosted the morning TV show where Dick's brother Mike did a medical segment.

Anything But Love (sitcom) ABC 1989-1992

- Jules 'Julie' Kramer/Bennett (Richard Frank)

Gay editor's assistant on the magazine staff. Character's surname changed.

Thirtysomething (drama) ABC 1987-1991

- Russell Weller 1989-1991 (David Marshall Grant)
- Peter Montefiori 1989-1991 (Peter Frechette)

Occasional characters. Any show about yuppies needs a guppie or two. Russell was a painter. Peter was an art designer working at the advertising company central to the main characters, and had a brief affair with Russell. By New Years of the last season of the show, it looked like Russell and Peter were getting back together again.

The Kids In the Hall (sketch comedy) CBC 1989-1995

- BUDDY COLE: Buddy Cole (Scott Thompson)
- STEPS: Butch (Scott Thompson)
- STEPS: Riley (David Foley)

- STEPS: Smitty (Kevin McDonald)
- HUMANOIDS FOR HUMANISM: Shona (Bruce McCullough)

Among a wide range of comedy sketches on this show was the recurring role of Buddy, who pontificates from his bar stool on the differences or the parallels between gay and straight society, or about the ignorance of straights, or the tribulations of gay life. Another recurring sketch took place on the steps of a coffee house. Shona, a lesbian, appeared in the "Humanoids for humanism" sketches, as well as others.

CodCo (sketch comedy) CBC 1990?-1993

- Duncan (Tommy Sexton)
- Jerome (Greg Malone)

Recurring "Queen's Counsellors" sketch about two queeny Newfoundland lawyers.

L.A. Law (lawyer drama) NBC 1986-1994

- Cara Jean 'C.J.' Lamb 1990-1992 (Amanda Donohoe)
- Mark Gilliam 1986?-? (Stanley Kamel)

Lawyers C.J. Lamb and Abby Perkins (Michele Greene) shared a kiss in the parking lot that many interpreted as a lesbian advance. NBC seemed determined to explain that it wasn't. Later C.J. represented her ex-lover Maggie (Elisabeth Kemp) in a child custody case. Mark Gilliam was an occasional character, another lawyer.

You Rang, M'Lord? (sitcom) BBC 1988-1993

- Cissy () Lesbian daughter

A comedy version of *Upstairs Downstairs*. There is a female character who is the architypal stereotype for a lesbian. Dresses up as a male, etc.... Non-flattering stereotypes.

Bare Essence (drama) CBS 1982, NBC 1983

- Robert Spencer (Ted LePlat) friend of central character
- Larry DeVito (Morgan Stevens) pro football player

The best friend of a perfume company executive (Genie Francis) was a gay man who's lover was a pro football player. The characters were featured in the miniseries but weren't visible in the series until the last few episodes.

After Henry (sitcom) ITV 1988-1992 (radio 1985-1988)

- Russell (Benjamin Whitrow 1985-1988, Jonathan Newth 1988-1992)

Russell is friend and employer of the central character, and operates a bookstore. Sexual orientation "toned down," and practically undetectable, for television.

Don't Wait Up (sitcom) BBC 1983-1990

- _____ (Joe Dunlop)
- _____ (Timothy Carleton)

Gay neighbours of the central father-and-son household.

A Very Peculiar Practice (comedy/drama) BBC 1986, 1988

- Dr. Rose Marie (Barbara Flynn)
- Greta Gretowska 1988 (Joanna Kanska)
- Glenn Oates (James Noble) an athlete patient of Dr. Buzzard

Low-brow sitcom set in a University health service. Dr. Rose Marie ran a men's sexuality counselling service wherein she advised her clients to avoid orgasm no matter what. Rose was bisexual and occasionally slept with Greta, a male doctor's girlfriend. There was another plotline of a doctor forming a close friendship with an athlete, who later comes out to the doctor and tells him that he loves him.

Roseanne (sitcom) ABC 1988-1997

- Leon Carp 1990-1997 (Martin Mull)
- Jerry Gimble/Steven 1991-1992 (Michael Des Barres)
- Nancy Bartlett 1992-1997 (Sandra Bernhard)
- Marla 1992-1993 (Morgan Fairchild)
- Scott 1995-1997 (Fred Willard)
- Bev Harris 1989-1997 (Estelle Parsons)
- Joyce 'the velvet voice' Levine 1997 (Ruta Lee) lounge singer

When Roseanne worked in a shopping mall chain restaurant, Leon was her manager. Jerry was his lover. After Leon and Jerry/Steven broke up, Leon dated TV commercial director Ken (Rick Dees) in one episode. Nancy is a friend of Roseanne's and left her boorish husband to begin a relationship with cosmetologist Marla, refusing to be labelled straight or gay. Leon bought a share in the diner owned by Roseanne, her sister, and Nancy. In the fall of 1995 Leon married Scott. Roseanne's mother Bev sorted out her disinterest in men, and interest in *Playboy* magazine, in 1996. By spring 1997 Bev had a girlfriend Joyce.

Byker Grove (children's drama) BBC1 1989-present

- Norman "Noddy" 1990-1995 (Brett Adams)

Byker Grove follows the lives and relationships of a group of young people who are members of a youth club. [IMDb]

In Living Color (sketch comedy) FOX 1990-1994

- Blaine Edwards 1990-1992 (Damon Wayans)
- Antoine Meriweather 1990-1992 (David Alan Grier)

Recurring "Men on Films" sketch. Campy stereotypes done for laughs.

Cop Rock (musical/drama) ABC 1990

- Ray Rodbart (Jeffrey Allan Chandler)

Ray Rodbart was the personal secretary to the mayor. He was a minor regular, appearing in virtually every episode. His homosexuality was only discussed in one episode.

Oranges Are Not the Only Fruit (drama miniseries) BBC 1990

- Jess (Charlotte Coleman)
- Melanie (Cathryn Bradshaw)

Three part drama about Jess, a lesbian growing up in an evangelical christian environment. Jess' relationship with Melanie is ended when the church discovers their liason and Melanie repents. Jess then becomes involved with Katy (Tania Rodrigues). Lesbian character Miss Dewsbury (Celia Imrie) tries to help Jess through her ordeal.

2.4 1991 - 2000

Brookside (serial drama) C4 1982-present

- Lindsey Corkhill 1991, 1995-present (Claire Sweeney)
- Beth Jordache c1993-1995 (Anna Friel)
- Shelley Bowers 1999-present (Alexandra Westcourt)
- Paula 1999-present ()

See also Brookside (1985-1990). A twice weekly serial. Beth, a recent addition to the cast, had relationships with a confused female neighbour, and a lesbian college lecturer. Beth later died in prison. Recently a second lesbian couple, Lindsey and Shelley, was introduced, the latter of whom is currently (2000) trying to bed her lover's mother. Paula is Shelley's jealous ex-girlfriend who is determined to win her back.

EastEnders (serial drama) BBC 1985-present

- Joe Wallace 1991 (Jason Rush)
- Della Alexander 1994-1995 (Michelle Joseph)
- Binnie Roberts 1994-1995 (Sophie Langham)
- Tony Hills 1995-1999 (Mark Homer)
- Simon Raymond 1996-1999 (Andrew Linford)
- Chris Clarke 1998?-1999? (Matthew Jay Lewis)

See also EastEnders in the 1980s. A straight regular character learned he was HIV+ and became friends with Joe at an HIV counselling centre. George (Colin Kerrigan), an AIDS hospice caregiver, appeared in two episodes in 1992. Lesbian couple Della and Binnie lived in the square for a time before moving to Spain. Tony broke off his relationship with his pregnant girlfriend Tiffany in order to take up with her brother Simon.

E.N.G. (TV newsroom drama) CTV 1991-1994

- Eric `Mac` MacFarlane (Jonathan Welsh)

Mac, a regular character in this series, came out to his co-workers and his brother when he was faced with blackmail by threat of outing.

Grace And Favour (sitcom) BBC 1991-1993

- Mr. (Wilburforce Clayborn) Humphries (John Inman)

Yes, he's back, and as gay as ever, in spite of the fact that he's been in bed with a woman from episode one on. This sequel to Are You Being Served? airs on some PBS stations under the title Are You Being Served? Again!

A Portrait of Marriage (drama miniseries) BBC c1990/1

- Vita Sackville-West (Janet McTeer)
- Violet Trefusis (Cathryn Harrison)

Biographical series about British author Vita Sackville-West.

Northern Exposure (ensemble comedy/drama) CBS 1990-1995

- Ron Bantz 1991-1995 (Doug Ballard)
- Erick Hillman 1991-1995 (Don R. McManus)

Occasional characters, Ron and Erick operated a bed-and-breakfast serving primarily Japanese tourists. The show had another interesting gay angle. The fictitious town of Cicely was founded by lesbian lovers Roslyn and Cicely, when their car broke down in the Alaska wilderness. The final episode of 1992 told the story of Roslyn (Jo Anderson) and Cicely (Yvonne Suhor). Ron and Erick's wedding made real-world headlines in 1994.

The Brittas Empire (sitcom) BBC 1991-1994

- Gavin Featherleigh (Tim Marriott)
- Tim Whistler (Russell Porter)

Their employer, Mr. Brittas, is the only one who doesn't know they're gay.

The Simpsons (animated sitcom) FOX 1989-present

- Waylon Smithers (Harry Shearer [voice])

Smithers is the ultimate sycophant, positively doting on his boss, nuclear power plant mogul Monty Burns. But the interest is more than business, often extending into the romantic, and the erotic.

Neighbours (serial drama) TEN 1986-present

- _____? () a lesbian
- _____? () another lesbian
- _____? () a gay youth
- Andrew 'Mac' MacKenzie 1996-1997? (Chris Uhlman) school teacher

Life on Ramsay Street. None of the gay/lesbian characters so far has lasted long. Andrew became the subject of school student rumours, and then a campaign by parents for his removal from the classroom.

Dream On (sitcom) HBO 1990-1996

- Mickey Tupper 1992-1996 (Paul Dooley)
- Roger 1993? ()

Comedy of a divorced New York City book editor, Martin. Mickey is Martin's father, and Roger is Mickey's lover. Occasional characters.

One Life To Live (serial daytime drama) ABC 1968-present

- Billy Douglas 1992-1993 (Ryan Phillippe) highschool student
- Jonathan Michaelson 1992, 1993 (Bruce McCarty)
- Rick Mitchell 1992-1993 (Joe Fiske) waiter

Billy Douglas moved into Llanview in the summer of 1992, a 17 year old highschool senior. Billy's struggle to come out to himself and his homophobic parents, in the midst of a town bitterly divided over a rumour that the local minister might be gay, occupied a substantial share of *OLTL* air time over the summer of 1992. Jonathan, lover of the minister's late brother, showed up to ask for help making a quilt panel. Billy met Rick Mitchell carolling on Christmas eve 1992 and left for Yale the next summer.

The Real World (video-verite documentary) MTV 1992-present

- Norman Korpi 1992
- Beth Anthony 1993
- Pedro Zamora 1994
- Sean Sasser 1994
- Dan Renzi 1996
- Arnie 1996
- Johnny 1996
- Genesis Moss 1997
- Ruthie Alcaide 1999
- Justin Deabler 1999
- Jason Daniel "Danny" Roberts 2000
- Paul 2000

MTV gathers together seven young people to live in an apartment, under the watchful eye of the television camera. Each year has involved a different location and residents. In 1992 (New York) one of the roommates was Norman, a bisexual. He dated Charles Perez (one episode). The 1993 (Los Angeles) cast included a lesbian named Beth. The 1994 (San Francisco) edition included Pedro, an AIDS educator. Pedro and Sean's wedding was the principal content of one episode. The 1996 (Miami) cast includes Dan, who dates Arnie and then Johnny. The 1997 (Boston) edition included Genesis, a lesbian. The 1999 (Hawaii) edition includes bi rapper-poet Ruthie and Harvard law student Justin. The 2000 (New Orleans) edition includes Danny, and occasionally the digitally obscured image of Paul, Danny's military boyfriend. The 1995 (London) and 1998 (Seattle) editions included no explicitly gay, lesbian or bisexual cast members.

Hearts Afire (sitcom) CBS 1992-1995

- Diandra (Julie Cobb)
- Ruth (Conchata Ferrel)

Political comedy about a conservative, John (John Ritter) who meets and falls in love with a liberal, Georgie (Markie Post). John's ex-wife Diandra and her lover Ruth make three guest appearances over the run of the show. (Capsuto, p. 348).

Eldorado (serial drama) BBC 1992-1993

- Freddie Martin (Roland Curram) retired nurse
- Javier () local in the Spanish town

Serial following a community of expatriot Britons in Spain. Javier was eventually discovered to be having an affair with Freddie.

Melrose Place (serial drama) FOX 1992-1999

- Matt Fielding 1992-1997 (Doug Savant) social worker, then medical student
- Jeffrey Linley 1994 (Jason Beghe) sailor
- John Rawlings 1995 (Tom Schanley) police detective
- Paul Graham 1995 (David Beecroft) doctor
- Alan 1995-1996 (Lonnie Schuyler) actor
- David 1996 (Rob Youngblood) hospital social worker
- Valerie 1996 (Jeri Lynn Ryan) actress
- Dr. Dan Hathaway 1996-1997 (Greg Evigan) rehab doctor

Matt was a social worker who ran a shelter for runaways. The character's sexual orientation was mentioned repeatedly in pre-premiere publicity, but was hardly visible on the show for years. Jeffrey, a navy lieutenant, dated Matt briefly, then returned after leaving the Navy, revealing his HIV+ status. Det. Rawlings investigated Matt's second gaybashing, and became violent when Matt refused to date him. Paul dated Matt behind his wife's back, and then framed Matt for her murder. In 1995 Gay rights advocate Tom Riley (Lewis Smith) helped Matt with his wrongful dismissal suit (2 episodes) and as year-end approached Matt began dating Alan, a struggling actor. Alan moved in with Matt in January 1996. David got Matt's old job at the hospital, and seemed to come between Matt and Alan while Alan entered a sham marriage with lesbian actress co-worker Valerie. While in rehabilitation for a drug dependency in the fall of 1996, Matt met Dan, whom he dated until Dan became physically abusive.

Seinfeld (sitcom) NBC 1990-1998

- Susan Biddle Ross 1992-1993 and 1995-1996 (Heidi Swedberg)

George Costanza's on and off relationship with Susan was perhaps never more off than when Susan was dating women.

Drop the Dead Donkey (sitcom) C4 1991-1994

- Helen Cooper 1993 (Ingrid Lacey)

Newsroom sitcom. Helen is the deputy editor of the news program.

Absolutely Fabulous (sitcom) BBC 1992-1994

- Justin (Christopher Malcolm) ex-husband
- Oliver (Gary Beadle) ex-husband's lover

Occasional characters. Show about Edina (Jennifer Saunders) and Patsy (Joanna Lumley), a somewhat neurotic woman fashion designer and a somewhat bitter lush, respectively. Justin is Edina's second ex-husband and her daughter Saffron's father. Patsy claimed on more than one occasion (including in a 1996 Roseanne appearance) that she had been a female to male transsexual for a time, until it "fell off."

Grange Hill (children's serial drama) BBC 1977-present

- Mr. Tom Brisley 1992-1998 (Adam Ray) art teacher

Youth-audience serial drama covering the lives of kids and teachers in an inner city school. Mr B was introduced into the popular children's drama as a gay man with no hang ups about being gay. His sexuality

wasn't discussed for the first year so that the audience would get to know him. Eventually students, parents and other teachers [and the audience] discovered and came to terms with his homosexuality, after which his boyfriend Don and home life were referred to regularly. [Ray 2001]

Emmerdale aka Emmerdale Farm (serial drama) ITV 1972-present

- Zoe Tate (Leah Bracknell)
- Richard 1993 () university student
- Jude Clayton 1993 () university professor
- Emma Nightengale 1994?-1996? (Rachel Ambler) Interior designer
- Susie Wilde (Louise Heaney)
- Sophie Wright ?-? (Jane Cameron) nanny
- Becky Cairns ?-? (Sarah Neville) receptionist
- Frankie Smith 1999-present (Gina Aris 1999, Madeleine Bowyer 2000) truck driver
- Maggie 1999 () Frankie's girlfriend
- Gavin Ferris 1999-2000 (Robert Beck) oil rigger
- Jason Kirk 1999-2000 (James Carlton) roofer

"Twice-weekly [now thrice weekly] serial from Yorkshire TV set in the Dales. One of its regular characters, Zoe Tate, daughter of Frank, came out as a lesbian in June 1993." (Howes, p. 224.) Richard appeared in several episodes as Zoe's first gay friend. Two of Zoe's lovers appeared in many episodes. Suzie took Zoe away from Emma just as the two were about to get "married". Since Zoe has dated two previously straight women, Sophie and Becky, and Frankie. Gavin lost his fiancée Bernice when she caught him kissing Jason.

To Play the King (drama miniseries) BBC 1994 seen on PBS

- David Mycroft (Nicholas Farrell) press secretary and chief of staff to the king

Mycroft is a closeted homosexual when we first encounter him in the series, and seems reluctant to admit even to himself that he might be gay. After meeting and falling in love with flight steward Ken Charterhouse (Jack Fortune), he is forced to admit his homosexuality to the press and resigns his position in the royal service.

Beverly Hills 90210 (highschool/college drama) FOX 1990-2000

- Mike Ryan 1993-1994 (Brandon Douglas 1993-1994, Jack Armstrong 1994)
- Alison Lash 1994-1995 (Sara Melson)
- Jimmy Gold 1996 (Michael Stoyanov)
- Samantha Sanders 1991-1999 (Christine Belford)

After appearing in a couple of episodes involving fraternity-related plots, Kappa Epsilon Gamma fraternity president Mike Ryan (recast) was accidentally outed by one of the regular characters. A couple of seasons earlier, the apparently gay (but not yet declared or decided) high school athlete Kyle Conner (David Lascher) appeared twice. Alison first appeared sharing a burning building with Kelly. In the fall of 1996 Kelly began volunteering at an AIDS hospice, she met Jimmy. Late in the series run Steve's mother Samantha came out.

Sisters (drama) NBC 1991-1996

- Norma Lear 1993-1996 (Nora Dunn)

Occasional character Norma is the producer of one of the title sisters' local television talk show.

The John Laroquette Show (sitcom) NBC 1993-1996

- Teddi 1993-1994? (David Shawn Michaels)
- Patrick 1995? (Jazzmun)

Situation comedy set in a bus station. Recurring minor roles included Teddi and Pat, gay transvestites.

Cutters (sitcom) CBS 1993

- Troy King (Julius Carry) hairstylist

A stodgy mens barbershop merges with the neighbouring trendy women's beauty parlour. Troy, a supporting role, was a two time Olympic track and field medal winner turned hair stylist. (Capsuto, p. 293).

Homicide: Life on the Street (police drama) NBC 1993-1999

- Detective Tim Bayliss (Kyle Secor)

As the 1997-98 season went on, always sexually unconventional detective Bayliss began exploring a new tangent, eventually accepting the self-description "bi-curious."

Between the Lines (police drama) BBC c1993-1995 or 1996

- Maureen 'Mo' (Siobhan Redmond) police officer

One of the main characters was a lesbian police officer who in the third series acquired a lover named Kate. She was out to her partner Tony (Neil Pearson) on the series, but not out to her supervisors. She split up with her girlfriend later in the series.

Heartbreak High (teen angst drama) TEN 1993?-present?

- Graham Brown 1993?-1994 (Hugh Baldwin) music teacher

This drama focused on the lives and loves of the disadvantaged students at Hartley High. During a story about another teacher on the verge of an affair with a student, Graham wondered what the parents would think if they knew he was gay. In the next episode Graham was falsely accused of fondling a male student, and his question was answered.

Tales of the City (serial drama miniseries) C4 1993 seen on PBS 1994

More Tales of the City (serial drama miniseries) C4 and Showtime 1998

Further Tales of the City (serial drama miniseries) Showtime 2001

- Michael 'Mouse' Tolliver (Marcus D'Amico 1993, Paul Hopkins 1998, 2001) waiter
- Mona Ramsay (Chloe Webb 1993, Nina Siemaszko 1998) advertising copy writer
- Anna Madrigal (Olympia Dukakis) landlady
- Jon Fielden/Fielding (William Campbell) doctor
- Dorothy "D'orothea" Wilson (Cynda Williams 1993, Francoise Robertson 1998) model
- Beauchamp Day 1993, 1998 (Thomas Gibson) advertising executive
- Peter Cipriani 1993 (Kevin Sessums) A-gay
- Charles Hillary "Chuck" Lord (Paul Bartel) A-gay

Armistead Maupin's first and second 'Tales' novels (of six) brought to television by British financing. The residents of 28 Barbary Lane, and their friends and lovers. The first series with gays, lesbians, bisexuals, and 'others' since *Number 96*. *Tales* cameo appearances as the "A Gays" include Arch Giddie (Ian McKellen), Bill Hill (Lance Loud), and Rick Hampton (Bob Mackie). *More Tales* "A Gays" cameos include Henry Callaway Kent (Brian Bedford), Edward Bass Matheson (Dan Butler), and Arlington Luce (Scott Thompson).

Shortland Street (serial drama) TVNZ 1992-present?

- Jonathan McKenna 1993-present? (Kieran Hutchison) Laboratory assistant/Medical student
- Meredith Fleming c1994/5 () doctor
- Annie ()
- Willow 199? ()
- Jamie Forrest 199? () ambulance driver
- Mani 199? ()
- Ewan 1999 () clinic pharmacist
- Jordan Crombie 1999 () navy sailor
- Dr. Laura Hall 1999?-2000? ()

Set in a privately run emergency clinic. Jonathan is the twenty-something son of the clinic's original owner and has had relationships with a variety of characters including his first boyfriend Jamie. Another story line involved him sleeping with Mani, a bisexual male who was also seriously dating one of the female nurses. Central character Nick Harrison's girlfriend Willow was bisexual. Ewan and Jordan's relationship was a surprise for Jordan's mother Moira.

G.P. (medical drama) ABCTV 1988 (or 1989)-1996

- Martin Dempsey 1994?-1995 (Damian Rice) doctor

Title short for 'General Practitioner.' *G.P.* gained a positive reputation for its presentation of AIDS, gay/lesbian, and other social/medical issues. In 1992 a gay doctor joined the practice, but was graphically shown being gay-bashed (twice) and murdered in the second attack. In 1994? the show added another gay doctor to the practice.

My So-Called Life (teen angst drama) ABC 1994-1995

- Enrique 'Rickie' Vasquez (Wilson Cruz) student
- Richard Katimski (Jeff Perry) English teacher

Highschool drama centred on a girl and her two best friends, one of whom is gay. When Rickie was kicked out of his home, Mr. Katimski struggled with whether or not to open his home.

Daddy's Girls (sitcom) CBS 1994

- Dennis Dumont (Harvey Fierstein)

Sitcom set in a clothing company. Action centred on a newly single father and his three daughters. Dennis was a fashion designer.

General Hospital (daytime serial drama) ABC 1963-present

- John Hanley 1994-1995 (Lee Mathis)
- Ted Murty 1997-1998? (Patrick Fabian) schoolteacher

Beginning in 1994 the character of John Hanley was a recurring character, each year co-chairing the annual AIDS Ball charity fundraiser. The character and the actor were both HIV-positive, and when actor Lee Mathis died in early 1996, John Hanley's [off screen] death was mourned on the show. Mr. Murty [occasional from 1997] was erroneously suspected in the sexual assault of a female student.

This Life (serial drama) BBC2 1994-present

- Warren Jones 1994-1995? (Jason Hughes) trainee lawyer
- Ferdy Garcia 1995?-present (Ramon Tikaram) motorcycle courier
- Lenny ?-present (Tony Curran) handyman
- Sarah Newly 1996-1997 (Clare Clifford) lawyer

Set in a town house in London with 5 people sharing a house who met at college training to be barristers. Ferdy is bisexual.

Friends (sitcom) NBC 1994-present

- Carol Willig (Anita Barone 1994, Jane Sibbett 1995-present)
- Susan Bunch (Jessica Hecht)

Occasional characters. Generation X sitcom about a group of six friends, one of whom is divorced from his pregnant ex-wife Carol. Participating in the pregnancy and the child's life means accommodating Carol's new lifestyle, with her lover Susan.

Party of Five (drama) FOX 1994-2000

- Ross 1994-2000 (Mitchell Anderson) violinist
- Perry Marks 1999 (Olivia D'Abo) writer

Occasional character Ross is violin teacher to Claudia, the second youngest of the five orphans of the title. Older sister Julia (Neve Campbell) became enamoured of a lesbian guest writer lecturing to her college writing class (three episode guest appearance). [Still seeking additional information on babysitter Victor (Wilson Cruz).]

Revelations (drama) ITV 1994, 1996

- Gabriel ()

Drama focusing on a family living near Manchester, England. Bisexual drug addict Gabriel had an affair with another man before marrying wife Rachel, and when Rachel disappeared he had a one-night stand with another man. The show also featured possibly TV's first lesbian vicar.

All My Children (serial daytime drama) ABC 1970-present

- Michael Delaney 1995-1997 [occasional 1997-1998] (Chris Bruno) highschool history teacher
- Rudy 1995-1997? (Lance Baldwin) TV station stage manager
- Kevin Sheffield 1995-1998 (Ben Jorgensen, briefly billed as Ben Monk) highschool/college student and waiter
- Dr. Bradford 'Brad' Phillips 1996-1997 (Daniel McDonald) orthopedic specialist
- Rick 1997 (Kohl Sudduth) waiter
- Bianca Montgomery 1988-present (Eden Riegel 2000-2005, occasional in 2005 and 2006)

- Rain Wilkins 2000?-2001 (Kelly Overton)
- Sarah Livingston 2000-2001 (Elizabeth Harnois)
- Lena Kundera 2003-2004 (Olga Sosnovska)
- Mary Margaret "Maggie" Stone 2002-2005 (Elizabeth Hendrickson)

See also All My Children in the 1980s. In 1995 producers introduced a full-time (as opposed to short-term) gay character. Michael's sexual orientation was revealed several months after his addition to the cast. In the ensuing controversy about a gay teacher in the classroom, 'Mr. D.' developed a platonic friendship with an employee of the local TV station. Kevin, one of Mike's students and the leading homophobe's younger brother, came out. By September 1996 Mike and Brad had started dating, and moved in together in January 1997. Actor Chris Bruno was contracted for only occasional appearances (a few times per year) after April 1997. During the summer of 1997 Kevin endured "reparative therapy" by a conversion therapist sponsored by his homophobic parents.

In the fall of 2000 Bianca, the daughter of no less a central character than Erica Kane (Susan Lucci), began to cautiously admit to close friends that she knew she was gay. The storyline involved lesbian occasional characters Rain, Bianca's homeless friend and guide, and Sarah, Bianca's anorexic former first love. Bianca eventually developed a mutual romantic relationship with Lena, an employee of her mother's company. After a sequence of soap opera plots, Bianca moved to Paris with her friend Maggie, where (off-screen) their relationship became romantic.

Liberty Street (drama) CBC 1995-1996

- Nathan Jones (Billy Merasty)
- James Wilder (Keith Knight) banker

Generation X drama about the inhabitants of a warehouse converted into apartments. Nathan is one of the tenants, a gay native ex-bicycle courier. At the start of the second season Nathan introduced his new boyfriend James.

Madison (highschool drama) CGS/Global 1995-present?

- Beth 1995-1996? (Shaira Holman) band member

Occasional character. Member of a band in which one of the regulars plays.

NYPD Blue (police drama) ABC 1993-present

- John Irvin 1995-1996 and 1998-present (Bill Brochtrup)
- Abby Sullivan 1997 (Paige Turco) officer
- Kathy 1997 (Lisa Darr) Abby's partner

Minor character, the temp desk clerk at the stationhouse. In 1995 detective Adrienne Lesniak (Justine Miceli) deflected an unwanted suitor by claiming to be gay, but then began to wonder whether or not she might be. In 1996 John Irvin transferred from the 15th precinct to the Public Morals division (and from drama to comedy, and from ABC to CBS). The 1996/97 season saw the addition of officer Abby Sullivan and her lover Kathy.

Mad About You (sitcom) NBC 1992-1999

- Debbie Buchman 1994-1999 (Robin Bartlett)
- Dr. Joan Golfinos 1996-1999 (Suzie Plakson) gynecologist

Occasional characters. Paul Buchman's sister Debbie came out in 1996. Debbie's lover Joan became gynecologist to Paul's wife Jamie.

The Larry Sanders Show (sitcom) HBO 1992-1998

- Brian 1995-1998 (Scott Thompson)

In 1995 Larry's sidekick Hank Kingsley (Jeffrey Tambor) hired his temp personal assistant full time.

Muscle (serial sitcom) WB 1995

- Bronwyn Jones (Amy Pietz) anchorwoman

Comedy soap opera parody set in a gym. Bronwyn was a gym member and anchor of the local news.

The Crew (sitcom) FOX 1995-1996

- Paul Steadman (David Burke) flight attendant

Sitcom about four flight attendants, two men and two women. One of the men is gay and out. Although a lead character, his principal role seemed to be as a foil for the man-hungry middle-aged woman supervisor.

Pursuit of Happiness (sitcom) NBC 1995

- Alex Chosek (Brad Garrett) lawyer

A home-and-office sitcom centred on lawyer Steve Rutledge (Tom Amandes). His best friend and fellow lawyer has a revelation to tell.

Courthouse (drama) CBS 1995

- Rosetta Reide (Jenifer Lewis) judge
- Danny Gates (Cree Summer)

Ensemble drama set among several judges and other courthouse workers, including a lesbian judge and her lover.

Live Shot (TV newsroom drama) UPN 1995-1996?

- Lou Waller (Tom Byrd) sportscaster

The sports anchor is very closeted, even maintaining a separate apartment from his lover.

Unhappily Ever After (sitcom) WB 1995-present?

- Barry Wallenstein 1995-1997 (ANT)

Recurring character. Sitcom about a couple, Jack and Jennie Malloy, who are having a hard go at marriage. Barry is the best friend of the lead couple's children Ryan and Tiffany.

Cybill (sitcom) CBS 1995-1998

- waiter (Tim Maculan) actor-waiter

Sitcom about Cybill (Cybill Shepherd), a mature but struggling actress and her best friend Maryann (Christine Baranski), a divorcee lush. At their favourite restaurant they are served by their regular waiter. Waiter rarely has more than a line or two, and no name.

The City (daytime serial drama) ABC 1995-1997

- Azure C. 1995?-1996 (Carlotta Chang) supermodel

Continuation of the 1983-1995 serial *Loving*, with the setting shifted to Manhattan. Supermodel Azure C. was revealed to be a male-to-female transsexual in 1996, much to the shock of her Latino fiance Bernardo.

Agony Again (sitcom) BBC 1995

- Michael Lucas (Sacha Grunpeter) college student
- Will Brewer (Robert Whitson) actor

Maureen Lipman reprises the role of Jane Lucas from *Agony*, this time with a gay son, Michael. Michael meets Will Brewer, the hunky star of an Australian soap opera called *Surfin' Around*.

High Society (sitcom) CBS 1995-1996

- Stephano (Luigi Amodeo) secretary

Sitcom about Dott (Mary McDonnell), a woman in the publishing business, and her best friend Ellie (Jean Smart), an author / lush. Dott's personal assistant is gay.

Hollyoaks (teen serial drama) C4 1995-present

- Bazz (Toby Sawyer) Disc jockey
- Jasmine "Jas" Bates (Elly Fairman)

Teenage soap set in a fiction suburb of Chester, England. Bazz is a DJ who came out as bisexual to his girlfriend but later realised he was gay after sleeping with another man. More recently bisexual character Jas was introduced. She had previously been involved with another woman and has slept with another previously heterosexual character, Ruth Benson (Terri Dwyer), who bitterly regretted their night of passion.

Water Rats (police drama) 9NA 1996?-present

- Sergeant Helen Blakemore (Toni Scanlan)

"If it's wet, it's ours!" Crime, the environment, and action, set in and around the Sydney Harbour police.

Pacific Drive (serial drama) 9NA 1995-1997

- Zoe Marshall (Libby Tanner)
- Margeaux Hayes (Virginia Hey) Zoe's first love interest
- Dior Shelby (Clodagh Crowe) Zoe's second girlfriend
- Kay West (Brigid Kelly) Zoe's third girlfriend
- Sondra Westwood (Helen Dallimore) Zoe's fourth girlfriend

- Gemma Patterson (Katherine Lee) Zoe's fifth girlfriend
- Jo (Jason Langley) Tim's transexual friend

The sinful saga of hungry young professionals who work, live and play on the playground that is Pacific Drive. Zoe is the bubbly young Office Administrator for Kingsley Inc, the conglomerate which has real estate and media interests as well as a swimwear design company on Pacific Drive.

Taggart (detective drama) [U.K.] 1985-present?

- Detective Constable Stuart Fraser 1996?-present? (Colin McCredie)

Long running British detective/murder mystery series.

Sweat (drama) TEN 1996-1997?

- Steve 'Snowy' Bowles (Heath Ledger)

Series based around the 'Sports West Academy', a training academy for young elite athletes. The young athletes are thrown in together in a 'live-in' situation at SWA. Snowy is a 17 year old cyclist.

After the Beep (sitcom) ABCTV 1996

- Mae (Genevieve Mooy)

Series based on thirtyish Jo, who hates her life, her job, her mother, her slutty sister, ... Her best friend is Mae, a guppie lesbian who runs a bridal boutique.

City Life (serial drama) TVNZ 1996-present

- Ryan Waters (Charles Mesure) barman
- Michael Lee 1996 (Kenneth Moraleda)

This serial follows the lives of several yuppies who are bequeathed a small apartment block in Auckland city. Ryan is a permanent member of the cast and a large part of episode five is devoted to meeting the new boyfriend Michael.

Ellen [first season title: **These Friends of Mine**] (sitcom) ABC 1994-1998

- Ellen Morgan (Ellen DeGeneres)
- Peter 1995-1998 (Patrick Bristow)
- Barrett 1995-1998 (Jack Plotnick)
- Laurie Manning 1997-1998 (Lisa Darr)

Ellen's friends include gay couple Peter and Barrett [occasional characters]. Ellen Morgan's self acceptance as a lesbian at the end of the 1996/97 season occasioned more real world press attention than any other gay or lesbian character before, as the first openly gay or lesbian lead/title character in U.S. commercial prime time programming. ABC/Disney cancelled *Ellen* a year later, apparently displeased by the show's content.

Dalziel & Pascoe (mystery) BBC 1996-present.

- Det. Sgt Edgar Wield (David Royle)

Murder mystery/police format. Series of 10 two-hour movies (as of 1998).

Casualty (hospital drama) BBC1 1989-present.

- Sam Colloby 1996-present (Jonathan Kerrigan) nurse

Medical drama set in the emergency department of Holby General hospital.

Nash Bridges (police drama) CBS 1996-present.

- Stacy Bridges (Angela Dorhmann) Assistant District Attorney
- Pepe 1996-1998 (Patrick Fischler)

Occasional characters. Set in San Francisco. Stacy is Nash Bridges' sister. Pepe, who thinks partners Nash and Joe are lovers, has a talent for office organization. In addition, straight cop Joe Dominguez (Cheech Marin) owns a gay bar.

Party Girl (sitcom) FOX 1996

- Derrick (John Cameron Mitchell)

Sitcom set among librarians. Derrick is a friend of the lead character.

Lush Life (sitcom) FOX 1996

- Nelson Margarita Marquez (John Ortiz) bartender

Gay bartender friend of the principal characters. Cancelled after three episodes.

Profiler (crime drama) NBC 1996-present

- George Fraley (Peter Frechette) Computer specialist

George is a civilian member of the Violent Crimes Task Force, an elite law enforcement agency pursuing primarily psychopath serial killers.

Spin City (sitcom) ABC 1996-present

- Carter Sebastian Heywood (Michael Boatman) gay activist

Michael J. Fox plays the deputy mayor of New York in this sitcom about politics and media relations. Mayor's staff includes a gay activist. Carter's love life has included ex-lover Spence (Luke Perry), fashion designer Isaac Mizrahi (Isaac Mizrahi) and navy officer Nate (Lou Diamond Phillips) [one episode each], and boxer Bennett (Clayton Prince) [two episodes].

Relativity (drama) ABC 1996-1997

- Rhonda Roth (Lisa Edelstein)

Male of the central romantic [heterosexual] couple has a lesbian sister. From the producers of *Thirtysomething* and *My So-Called Life*.

Public Morals (police sitcom) CBS 1996

- John Irvin (Bill Brochtrup)

John Irvin went from being a minor recurring character in the police drama *NYPD Blue* to a full time member of the cast in this situation comedy based in the NYPD public morals division. Show cancelled after a single episode aired.

Bedtime (drama) Showtime 1996-1997

- Liz (Susan Gibney) banker
- Donna (Felicity Huffman) stage designer

Lesbian couple in drama about relationships, told through their bedtime conversations.

ER (medical drama) NBC 1994-present.

- Dr. Maggie Doyle 1996-1997 (Jorja Fox)
- Yosh Takata 1997-present (Gedde Watanabe) nurse
- Dr. Kim Legaspi 2000-present (Elizabeth Mitchell) psychiatrist

Dr. Maggie Doyle came out as a lesbian in 1997. In the fall of 1995 the cast included paramedics Shep and (until his death in a fire) Raoul (Carlos Gomez). Another character once remarked that Raoul was gay. Nurse Takata [male] began appearing in 1997. Beginning in the fall of 2000 Dr. Carrie Weaver (Laura Innes) became closer to out lesbian psychiatrist Kim Legaspi.

Chicago Hope (medical drama) CBS 1994-present

- Doctor Robert Lawrence 1996-1997 (Mark Benninghofen)
- Doctor Dennis Hancock 1994?-1999 (Vondie Curtis-Hall)

Occasional character Dr. Lawrence collaborated with principal character Dr. Shutt (Adam Arkin) on a research project and asked him out on a date. [Three episodes]. Dr. Hancock came out in 1998.

Suddenly Susan (sitcom) NBC 1996-2000

- Pete 1996?-1999 (Bill Stevenson)

Occasional character. Pete works in the mail room. His partner Hank (Fred Stoller) has also appeared. Cast revamped for the 1999/00 season.

And the Beat Goes On (drama) C4 1996

- Kenneth Fairbrother (Dominic Jephcott)

Drama set in 1960s Liverpool. Kenneth is a married but gay bar owner who is blackmailed over the fact he has sexual encounters with strangers in public toilets. The blackmailer turns out to be one of his employees, who is also gay and blackmailed Kenneth apparently from bitterness that Kenneth didn't fancy him and also from a loathing for his own sexual feelings.

Family Affairs (serial drama) C5 1996-present

- Susie Ross 1996?-? (Tina Landini)
- Holly Hart 1996?-? (Sandra Huggett)
- Clive Starr ?-present (Huw Bevan)

Bisexual Susie went out with Duncan Hart, then later dated his sister Holly. Holly announced she was gay but the pair later split and Holly went back to dating men. A year later the pair got back together before splitting once more. Student Clive Starr (Huw Bevan) has suffered gay-bashing and homophobia from his older brother, and has a crush on his straight flatmate.

Fired Up (sitcom) NBC 1997-1998

- Ashley (Mark Davis) female impersonator

Occasional role. Ashley is the son of the owner of the bar where the principal characters congregate. Dad is very accepting of his son.

Head Over Heals (sitcom) UPN 1997

- Ian (Patrick Bristow)

Situation comedy set in a video dating service. Characters include Ian, a celebrate bisexual romance counsellor.

Raw FM (drama) ABCTV 1997-1998

- Mark 'Marco' Mulholland (Dan Spielman) DJ
- Sam (Sophie Heathcote) dancer and singer

Series set in a GenX radio station.

American Journal (news magazine) Syndicated 1993-1998

- Charles Perez 1997-1998, co-anchor

Somewhat sensationalistic tabloid-style news magazine.

Riverdale (serial drama) CBC 1997-2000

- George Patillo (Hugo Dann) newspaperman

Serial drama of the Coronation Street/EastEnders variety, set in a diverse Toronto neighbourhood. George is the owner/operator of the Riverdale Community News, a shoppers' weekly he wants to turn into a "real" newspaper, or a scandal sheet. From the producers of Liberty Street.

413 Hope St. (drama) FOX 1997-1998

- Melvin 1997 (Karim Prince)

Drama set in a New York tean crisis centre. Characters include a young, gay, HIV-positive African American. Although Prince continued to be credited, Melvin disappeared after the first few episodes.

Veronica's Closet (sitcom) NBC 1997-2000

- Joshua (Wallace Langham)

"Veronica's Closet" is a women's lingerie company. The company president's assistant Josh insists he is straight, but everyone else (including his own mother) keep telling him he is gay. As the show wrapped up its last season Josh came to realize that he in fact was gay.

Total Security (detective drama) ABC 1997

- George LaSalle (Bill Brochtrup)

Private investigator drama. Characters include George, the office manager.

The Practice (lawyer drama) ABC 1997-present

- Joey Heric 1997-1999 (John Laroquette)

Three episode guest appearance, Joey was cleared of the knife murder of his lover, only to be charged with the knife murder of his new lover several months later.

Buffy the Vampire Slayer (supernatural teen angst drama) WB 1997-present

- Larry Blaisdell 1997-1999 (Larry Bagby III) highschool bully
- Willow Rosenberg (Alyson Hannigan) student
- Tara 1999-present (Amber Benson) student

Buffy and her friends have dating problems, school problems, parent problems, and slay vampires. Larry, a fellow highschool student, appeared in three episodes before being more prominently featured revealing the secret his mean demeanor was meant to shield. Larry may have been killed in the graduation episode at the end of the 1998-99 season. During the 1999-2000 season previously heterosexual regular character Willow developed a intense friendship with fellow witch Tara, culminating in a declaration of love as the season ended.

Oz (prison drama) HBO 1997-present

- Tobias Beecher (Lee Tergesen) prisoner
- Billie Keane 1997 (Derrick Simmons) prisoner
- Richie Hanlon 1998-1999 (Jordan Lage) prisoner
- Chris Keller 1998-present (Christopher Meloni) prisoner
- Jason Cramer 1999-2000 (Rob Bogue) prisoner
- Nat "Natalie" Ginsberg 1999-2000 (Charles Busch) prisoner

Gritty, critically praised prison drama series contains a lot of situational, often predatory homosexual behaviour, and a prisoner or two has described their sexuality as (more or less) "whatever I need to do to survive." Billie Keane, a minor character, is one of the few speaking roles self-identifying as gay [three episodes]. Richie represented gay inmates on the Em City council and took the fall for a jailhouse murder. After an appeal got him off death row he returned to the Em City unit where he was promptly killed. Beecher and Keller, both straight on the outside, passed through a brutal, vengeful, deceitful "courtship" to eventually admit to being lovers by the 2000 season. Cramer was imprisoned for murdering his lover. "Natalie" was another member of the prison's gay faction.

Playing the Field (sports drama) BBC1 1997?, 1999

- Angie (Tracey Whitwell)
- Gabi (Saira Todd)

Drama focusing on a womens' football team in Northern England. Angie is a lesbian in a relationship with a previously straight woman, Gabi. The pair split at the end of the first series but by the end of the second were back together.

South Park (animated sitcom) Comedy Central 1997-present

- Big Gay Al (Trey Parker [voice])

Popular cartoon for grown-ups, centred on a group of fourth graders in South Park, Colorado. Occasional character "Big Gay Al" operates a boat ride and a gay animal refuge.

Push (sports drama) ABC 1998

- Scott Trysfan (Eddie Mills)

Serial about a group of young athletes training for the 2000 Olympics. Only two episodes aired and it's not clear if Scott's sexual orientation made it to broadcast.

Breakers (serial drama) TEN 1998-1999

- Vince Donnelly (Simon Munro) waiter
- Lucy Hill (Louise Crawford) journalist
- Kelly (Gabriella Maselli) tutor
- Peter Hirsch 1999-present (Vincent Atkinson)

Serial drama about the lives and loves of the residents and employees of a building in Bondi, New South Wales, called Breakers. Lucy is bisexual. Kelly is her romantic interest. Peter is Vince's boyfriend.

Coronation Street (serial drama) BBC 1960-present

- Hayley Patterson/Cropper 1998-present? (Julie Hesmondhalgh)

Thirty-eight years on the air, and a dozen years after *EastEnders* introduced its first gay character, *Coronation Street* took the plunge, not with a gay or lesbian character but with Hayley, a male-to-female transsexual.

Linc's (drama-sitcom) Showtime 1998-present

- Rosalee Lincoln (Tisha Campbell) army lieutenant

Show set in a Washington DC bar. [*Advocate* 1998]. Rosalee is the bar owner's niece[?].

Will & Grace (sitcom) NBC 1998-2006

- Will Truman (Eric McCormack)
- Jack McFarland (Sean P. Hayes)
- Karen Walker (Megan Mullally)
- Matthew Moshea 2000-2001 (Patrick Dempsey)
- Larry 2000-2006 (Tim Bagley)

- Joe 2000-2006 (Jerry Levine)
- Beverley Leslie 2001-2006 (Leslie Jordan)
- Barry 2003 (Dan Futterman)
- Stuart Lamarack 2004 (Dave Foley)
- Vince D'Angelo 2004-2006 (Bobby Cannavale)
- James Hanson 2006 (Taye Diggs)

Grace is a straight woman, Will is her best friend. The schtick is that they are perfect for each other, except that she's a woman. First American post-Ellen lead gay character. Will finally dated someone during the 2000-01 season, closeted sportscaster Matthew (3 episodes). Will & Grace's friends Larry and Joe appear occasionally. Karen, while usually married to or dating a man, seemed always to be running into former female lovers, including Martina Navratilova (herself) who claimed it was Karen that made her a lesbian. From 2001 deeply closeted Beverley Leslie appeared occasionally (11 episodes), twice with his "business associate" Benji (Brian A. Setzer). Will and Jack worked together to help Karen's relative Barry adapt to being gay (4 episodes). Jack dated Stuart in 2004 (5 episodes). In season six (March 2004) Will meets future boyfriend, police officer Vince D'Angelo. On-again/off-again through 2004/05 and 2005/06 seasons (15 episodes in all), the series ended with them on again. Will dated James in 2006 (5 episodes).

The Brian Benben Show (sitcom) CBS 1998

- Billy Hernandez (Luis Antonio Ramos) weatherman

TV news station sitcom. Billy was a supporting regular.

Living in Captivity (sitcom) FOX 1998

- Gordon (Terry Rhodes) security guard

Sitcom centred on a group of upwardly mobile people living in a suburban gated community. Gordon manned the gate and leered.

Rude Awakenings (sitcom) Showtime 1998-present

- Jackie (Rain Prior)

Lesbian AA friend of the lead. [Orientation of character reported in *The Advocate* 1998].

Crapston Villas, SE69 (puppet sitcom) C4 1998-present

- Robbie & Larry

From the producers of *Spitting Image*. Cast of characters in a fictitious forgotten London slum, Slumington. Robbie and Larry are upstairs residents. "If Larry is all depth (opera, art and rampaging insecurity), then Robbie is all surface (Boyzone, gossip and the perfect peroxide)." ([Website](#))

Sex and the City (sitcom) HBO 1998-present

- Stanford Blanche (Willie Garson)

Lead character's friend. Occasional character.

Fair City (?) RTÉ 1988-present?

- Eoin 1998-present? ()

[Further information requested].

Felicity (teen angst drama) WB 1998-present

- Javier Clemente Quintata (Ian Gomez) coffee house manager

Javier manages the coffee house where lead character Felicity and one of her romantic interests work. Javier and his boyfriend were married in the 1999/2000 season finale.

Dawson's Creek (teen angst drama) WB 1998-2003

- Mr. Benjamin Gold 1998-2003 (Mitchell Laurance) teacher
- Doug Witter (Dylan Neal) policeman
- Jack McPhee (Kerr Smith) student
- Ethan Brody 1999-2000 (Adam Kauffman) student
- Tobey 2000-2001 (David Monahan)
- David 2002-2003 (Greg Kikaart)

Angst-ridden teens from dysfunctional families form the core of the cast of this highschool drama. Jack fits right in... his mother's mentally unstable, his dad's missing, his sister is on psychological medication, and after dating Joey [a girl] he can explain why he's such a non-pressuring gentleman. During the 1999-2000 season Jack met and became friends with Ethan but a romance was not to be. Tobey was Jack's 2000/01 potential love interest. Jack met David in 2002. In the series finale out-of-the-closet Jack and deeply closeted Doug were living together.

Hollywood Squares (game show) NBC 1966-1980, Syndicated 1972-1980, 1986-1989, 1998-2004

- Bruce Vilanch 1998-2002

With regulars or guest celebrities like Paul Lynde and Richard Simmons there were often opportunities for oblique gay or fey humour, but it was not until the 1998 version when an openly gay celebrity occupied a square. Vilanch is also a head writer for the show.

The Super Adventure Team (puppet sitcom) MTV 1998

- Chief Engineer Head (Benjamin Venom [voice])

Adult-audience satire of childrens' super hero programming. Head is closeted, revealing his orientation in the way he reacts to other male characters.

Queer As Folk (serial drama) C4 1999

Queer As Folk 2 (serial drama) C4 2000

- Stuart Jones (Aidan Gillen) public relations executive
- Vince Tyler (Craig Kelly) supermarket manager
- Nathan Maloney (Charlie Hunnam) student
- Romey Sullivan (Esther Hall)

- Lisa Levene 1999 (Saira Todd) solicitor
- Siobhan Potter 1999 (Juley McCann)
- Dane McAteer 1999 (Adam Zane)
- Bernard Thomas (Andy Devine)
- Alexander Perry (Anthony Cotton)
- Cameron Roberts 1999 (Peter O'Brien) accountant
- Phil Delaney 1999 (Jason Merrells)
- Daniel "Dazz" Collinson (Jonathon Natynczyk)

British drama set in and among a group of gay friends and acquaintances. Stuart and Vince have been friends since childhood. Nathan, as Vince says, is "the one night stand that never went away." Bernard describes Stuart as "Manchester's champion shagger." Lesbian couple Romey and Lisa are parents of a newborn son. Another lesbian couple, Siobhan and Susie (Sarah Jones) are their friends. An American version produced for the *Showtime* cable channel [2000].

Gimmie, Gimmie, Gimmie (sitcom) BBC 1999

- Linda La Hughs (Kathy Burke)
- Tom Farrell (James Dreyfus) actor

In this flatsharing comedy, the heterosexual Kathy (always going on about sex but rarely getting any) lives together with Tom, a gay actor (always dreaming about starring roles but rarely getting any).

Bad Girls (prison drama) ITV 1999-present

- Denny Blood 1999-2003 (Alicia Eyo) prisoner
- Michelle "Shell" Doeckly 1999-2001, 2003 (Debra Stephenson) prisoner
- Nikki Wade 1999-2001 (Mandana Jones) prisoner
- Helen Stewart 1999-2001 (Simone Lahbib) prison administrator

Drama set in a women's prison. Shell is bisexual and Denny's girlfriend. Helen and Nikki became increasingly attracted to each other during the course of the series after Nikki split from her girlfriend, and in the penultimate episode shared a kiss in Nikki's cell.

Undressed (serial drama) MTV 1999-2002

- Andy 1999 (Nicholas Gonzalez)
- Joel 1999 (Eyal Podell)
- Jonathan 1999 (Phillip Rhys)
- Joan 1999? (Julie Anna Laffer)
- Samantha 1999? (Francesca Ingrassia)
- Kirk 1999 (Peter Paige)
- Evan 1999 (Jon Huertas)
- Chuck 2000? (Christopher Delisle)
- Neil 2000? (Jason Lasater)

Serial drama focusing on the social and sexual interactions of 20-somethings. Characters appear generally for short runs of a half-dozen episodes or so.

Beggars & Choosers (drama) Showtime 1999-2000

- Malcolm Laffley (Tuc Watkins) VP of Talent

- Wayne (Alex Zahara)
- Larry alias Lola (Alexis Arquette)

Drama set behind the scenes at a struggling television network. Malcolm sees his sexual orientation as a potential glass ceiling for his career ambitions. Wayne is Malcolm's lover. Larry is a drag queen friend of Malcolm's.

Action (sitcom) FOX 1999 [episodes unaired on FOX syndicated 2000]

- Stuart Glazer (Jack Plotnick)
- Robert "Bobby G." Gianopolis (Lee Arenberg) studio president

Sitcom centred on a hotshot Hollywood movie producer. Stuart is the lead character's right-hand man and Bobby G. is his boss, and his ex-wife's husband. Action-movie actor Cole Riccardi (Richard Burgi) appeared in two episodes.

Oh Grow Up (sitcom) ABC 1999

- Ford Lowell (John Ducey) lawyer
- Sal (Ed Marinaro) construction boss

Three college roommates, now in their early 30s, are once again roommates. Ford has just moved in after coming out to his wife. Sal is the boss of one of the other roommates.

Wasteland (drama) ABC 1999

- Russell Baskind (Dan Montgomery) actor

Short-lived series following six post-college friends including a deeply closeted soap opera actor.

Mission Hill (animated sitcom) WB 1999-2002

- Gus Duncz (Nick Jameson [voice])
- Wally Langford (Tom Kenny [voice])

Gus and Wally are the older gay couple living in the apartment next door to the French brothers (the main characters).

The City (drama) CTV 1999-2000

- Lance ()

Drama centred on City Hall employees.

Burnside (police drama) ITV 2000

- Dave (Justin Pierce)

Dave is a sidekick to the central detective.

Survivor ("reality" contest) CBS 2000-present

- Richard "Rich" Hatch 2000 [Malaysia]
- Brandon Quinton 2001 [Africa]

Part *The Real World*, part *Lord of the Flies*, part *Beat The Clock* and just a little bit *Gilligan's Island*, sixteen individuals isolated as a group for more than a month to compete and cooperate to survive. Richard, one of the contestants, turns out to be gay. He also turns out to be the sole survivor [contest winner] and a million dollars richer. No (out) gay contestants in the second season (2001, Australia). [Need info for season four (2002, Marquesas) and season five (2002, Thailand)].

American High (teen angst video verite documentary) FOX 2000 PBS 2001

- Brad Krefman

Fourteen teens at a highschool near Chicago were given video cameras and followed by two professional camera crews during the 1999/2000 school year. The footage was then edited into episodes. One of the teens, Brad, is gay and out. Series cancelled after four episodes aired (two nights). Series resurfaced in its entirety on PBS in 2001.

Rhona (sitcom) BBC2 2000-present

- Rhona (Rhona Cameron)

Rhona is a freelance video reviewer (BBC website).

Big Brother ("reality" contest) C4 2000-present

- Anna Nolan 2000
- Brian Dowling 2001
- Josh Rafter 2001

A group of contestants are isolated together in a house under 24-hour video and audio surveillance for a few months. They are voted out one by one, the last resident winning a cash prize. Anna voted runner up in 2000. Brian the winner in 2001.

Girlfriends (sitcom) UPN 2000-present

- Lynn Searcy (Persia White)

A look at the lives, loves, and losses of four different women, Toni, Maya, Lynn, and Joan [imdb]. Girlfriend Lynn is bisexual and was even engaged (briefly) to a woman [glad].

Attachments (drama) BBC 2000-2001?

- Sophie (Amanda Ryan)

Drama featuring a group of twenty-somethings launching a web site. Sophie is the site's content manager. Luce (Claudia Harrison) considers her options after a falling out with her husband and business partner Mike.

Tinsel Town (drama miniseries) BBC2 2000-2001

- Ryan Taylor (David Paisley)

- Lewis (Stevie Allen) police officer
- Lex (Kate Dickie) dj
- Stella (Jim Twaddale) club owner
- Robin 2000 (Chris McQuarry) bartender
- Ash 2001 (Marc Oliver) bartender

Drama set in the Glasgow club scene. Ryan doesn't know Lewis is a cop. Lewis doesn't know Ryan is underage. Lex is a bisexual woman, and the target of a stalker. Stella is the transvestite who owns the club "Tinsel Town," the series main setting. Robin is a friend of Ryan's. Ash replaced Robin behind the bar as Ryan's work buddy in the 2001 season.

Our Hero (teen-oriented sitcom) CBC 2000-2002.

- Ross Korolus (Justin Peroff)

Central character is a highschool student who writes and publishes a zine. Ross is one of her circle of friends.

Dark Angel (science fiction) FOX 2000-2002.

- Original Cindy (Valarie Rae Miller) bicycle courier

Set in a post-apocalyptic America, Original Cindy is one of the central character's friends and co-workers.

Bette (sitcom) CBS 2000-2001

- Oscar (James Dreyfus) Bette's accompanist

Oscar is one of several characters charged with taking care of high-maintenance diva Bette Midler (Bette Midler).

Normal, Ohio (sitcom) FOX 2000.

- Rex or Butch Gamble (John Goodman)

Rex returns to his small town after coming out. Previously announced title: **Don't Ask**.

These Arms of Mine (drama) CBC 2000-2001.

- Steven Armstrong (Conrad Coates) drama teacher
- Randy (Max Martini)
- Adam 2001 () florist

Story of a diverse group of (mostly) thirty-somethings in Vancouver. Randy is Steven's friend and neighbour. Adam and Steven begin dating.

Queer As Folk (serial drama) Showtime 2000-2005

- Michael Charles Novotny (Hal Sparks) supermarket assistant manager [the "Vince" character]
- Brian Kinney (Gale Harold) advertising executive [the "Stuart" character]
- Justin Taylor (Randy Harrison) highschool student [the "Nathan" character]
- Emmett Honeycutt (Peter Paige) boutique manager [the "Alexander" character]

- Theodore "Ted" Schmidt (Scott Lowell) accountant [the "Phil" character]
- Dr. Dave Cameron 2000-2001 (Chris Potter) chiropractor [the "Cameron" character]
- Lindsay Peterson (Thea Gill) art professor [the "Romy" character]
- Melanie Marcus (Michelle Clunie) lawyer [the "Lisa" character]
- Vic Grassi 2000-2004 (Jack Wetherall) [the "Bernie" character]
- Blake Wyzecki 2000-2001, 2003-2005 (Dean Armstrong)
- Kip Johnson 2001 (Barna Moricz)
- Ben Bruckner 2002-2005 (Robert Gant) professor
- Ethan Gold 2002-2003 (Fab Filippo) violinist
- George Schickel 2002 (Bruce Gray) pickle magnate
- Leda 2002 (Nancy Anne Sakovich)

American adaptation of the British production *Queer As Folk* transferred from Manchester, England to Pittsburgh, Pennsylvania. Michael's boyfriends: Dave and Ben. Brian's boyfriends: Justin. Justin's boyfriends: Brian and Ethan. Emmett's boyfriends: George. Ted's boyfriends: Blake and Kip.

Grosse Pointe (sitcom) WB 2000-2001.

- Richard Towers (Michael Hitchcock) actor playing "Ted Johnson"

Behind-the-scenes view of the production of a soap opera. Actor Richard Towers has the hots for the younger actor who plays his son.

At Home With the Braithwaites (drama miniseries) ITV 2000.

- Virginia Braithwaite (Sarah Smart)

A six part series in which middle class wife and mother of three daughters Alison Braithwaite wins £38 million and decides to keep it a secret from her dysfunctional family and set up a charity. Her college dropout daughter Virginia is secretly a lesbian until an emotional coming out scene with her mother in episode three. Her mother Alison then reveals she was the big lottery winner. Lover is Tamsin (Lucy Whelan).

2.5 2001 - present

U8TV: The Lofters ("reality" programming) Life 2001-2002

- Mathieu Chantelois 2001
- Marcello 2001
- Valery Gagne 2001
- Jason Ruta 2002

Program format along the lines of *Big Brother* crossed with *The Real World*. Eight young adults living in a house wired with 24-hours cameras in every space. Mathieu is one of the residents. His boyfriend Marcello is a regular visitor. About three months into the year fellow lofter Valery came out as bisexual. The 2002 cast included Jason, who was the first evicted. Abruptly cancelled midway through the second season.

Some of My Best Friends (sitcom) CBS 2001

- Warren Fairbanks (Jason Bateman)
- Vern Limoso (Alec Mapa)

Sitcom based on the Indie film *Kiss Me Guido* about a gay man and a straight Italian-American sharing an apartment. Between the first publicity and eventual airing the show passed through at least three titles: *Kiss Me, Guido, Me and Frankie Z*, and *Some of My Best Friends*.

First Years (lawyer drama) NBC 2001

- Warren Harrison (Mackenzie Astin)

Drama centred on a group of five young lawyers fresh out of law school.

Metrosexuality (drama-comedy) C4 2001

- Max (Rikki Beadle-Blair)
- Bambi (Davey Fairbanks)
- Dean (Paul Keating)
- Cindy (Carleen Beadle)

Six week series centred on Kwame (Noel Clarke), a straight youth whose two dads have spit up. Characters include Kwame's dad Max, Max's sister Cindy, and Kwame's friends Bambi and Dean.

Kink (documentary) Showcase 2001-present

- David 2001
- Pat 2001
- Stephen 2001
- Sharia 2001
- Ms X 2001
- Velvet 2001

Unusual documentary series examining the lives and sexual kinks of several individuals. David spansks his submissive 6,000 times. Pat, a woman with a PhD, admires the voices of whips. Stephen dresses in drag. Sharia and Ms. X maintain a dominant-submissive relationship. Velvet is a transsexual.

Crossroads (daytime serial drama) [U.K.] 1964-1988, ITV 2001-present?

- Tom Curtis 2001-present (Toby Sawyer) internet cafe owner
- Bradley Clarke 2001-present (Luke Walker) handyman

Daytime serial set in a west Midlands hotel. Tom and Bradley are a couple.

Paradise Falls (drama) Showcase 2001-2002, 2004-2005

- Nick Braga (Cameron Graham)
- Bea Sutton (Dixie Seatle)
- Simon 2001-2002 (Kristen Holden-Reid)
- Clive Hausenberg 2001-2002 (Kent Staines)
- Sacha Martinelli 2004-2005 (Salvatore Antonio)
- Johnny Brice 2004-2005 (Alan Van Sprang)

Goings on among the residents of a small town in Ontario cottage country, shaded with more than a little *Twin Peaks*-like strangeness. The mayor's grandson Nick is a budding author, and a closet homosexual, much to the

horror of his barbie-doll fiancée Jessica and the mayor. The mayor (Art Hindle) eventually discovers that his girlfriend, restaurant owner Bea, is a transsexual. Jessica tries to reconcile Nick with his estranged college buddy, personal trainer Simon, but gets dumped herself. When a movie production comes to town Nick asks the film's writer to mentor him, but Clive isn't interested in his writing talent. Sacha comes to town to open a gay bed and breakfast, and falls for Nick. Nick's attention is elsewhere, with closeted professional hockey player Johnny.

Six Feet Under (drama) HBO 2001-2005

- David Fisher (Michael C. Hall) funeral director
- Keith Charles (Matthew St. Patrick) police officer

Award-winning series following the lives of a family of undertakers, including middle child David. Keith is David's boyfriend.

Spyder Games (serial drama) MTV 2001

- Ivan Carlisle (Byron Field)
- Temple Simms (Craig Robert Young)

A late-night soap opera with hi-tech overtones [imdb]. Ivan is the second oldest son of the Carlisle family central to the series. He's marries Julie after a two year long engagement. Temple is Natalie Carlisle's hair stylist.

Quads (animated sitcom) Teletoon (Canada) 2001-2002?

- Spalding (Matthew King [voice])

Irreverent comedy about four physically handicapped people who share a mansion. Spalding is the central character's "overtly homosexual Australian physical therapist." Series alternate title: *John Callahan's Quads*.

Big Brother (long format gameshow) CBS 2000-present

- Bunky Miller 2001
- Marcellus 2002

American copy of the British program of the same name. Contestants ("houseguests") are locked into a house with cameras, and voted out one by one until a winner is determined. No gay contestants in the first season (2000).

Big Brother (long format gameshow) TEN 2001?-present

- "Rotten" Johnny 2001

Australian copy of the British program of the same name. Contestants ("houseguests") are locked into a house with cameras, and voted out one by one until a winner is determined.

The Secret Life of Us (drama) TEN 2001-2002?

- Richie Blake (Spencer McLaren)
- Simon Trader (David Tredinnick)

Ensemble drama about a group of twenty-somethings, most of whom live in three flats in the same Melbourne apartment building. Actor Richie shares one flat with his girlfriend Miranda and and his best friend Will. Simon tends bar where the rest of the residents go to unwind.

SoGayTV (talk) PrideVision 2001-2002

- Mathieu Chantelois 2001
- Jason Ruta 2002

Talk show format featuring guests and gay themes. Interrelated with The Lofters from which the hosts were drawn. Originated as a webcast in 2001 from the U8TV website. Simulcast on PrideVision from September 2001.

Bump! (travel) PrideVision 2001-2002, OutTV 2005-present

- JR Anderson 2001
- Shannon McDonough 2001-present

Travel show visiting cities in North America and Britain. Each program highlighted general and GLBT-interest sights in a particular city. Initially JR and Shannon alternated as hosts.

Doctor Who (science fiction drama) [U.K.] 2005-present

- Captain Jack Harkness (John Barrowman)

In this latest incarnation of the long-running British science fiction franchise the doctor's universe includes Jack, a bisexual intergalactic pilot from the future.

Shout (magazine) PrideVision 2001-2002?

- Michael Serapio
- Rachel Guise
- Guy Gagnier

Magazine format. Segments cover topics generally of interest to the GLBT community. Michael, Rachel and Guy were all co-hosts and reporters.

UnderCovers (call-in advice) PrideVision 2001-2002

- Elley-Ray
- Dr. Keith

Call-in advice on sex, health and relationship issues for the GLBT community. Elley-Ray and Dr. Keith co-hosted.

Locker Room (sports magazine/variety) PrideVision 2001-2003?

- Paul DeBoy
- Nina Arsenault
- Coach Jeff Fluff 2001-2002 (Paul Bellini)
- Pete the Scalper (Paul DeBoy)

Reportage and sketch comedy on sports themes, from a gay perspective. Variable company of actors play sketch rolls, closeted Coach Fluff, and Pete the Scalper probably the most frequently recurring gay characters. DeBoy hosted each show and did most of the sports reporting. Transsexual Nina was a regular, often playing a reporter.

Boston Public (highschool drama) FOX 2000-2005

- Jeremy Peters 2001-2002 (Kaj-Erik Eriksen)

Vice-principal Guber's developing relationship with teachers aide Meredith Peters was complicated by his accidental discovery of her son Jeremy making out with boyfriend Brandon. Jeremy eventually acquires a girlfriend.

The Sopranos (mafia drama) HBO 1999-2007

- Vito Spatafore (Joseph R. Gannascoli)

Popular cable-TV drama following the home and work life of fictional New Jersey mobster Tony Soprano. Vito is a closeted member of Tony Soprano's crew [glaad]. He gets wacked in the 2006 season.

Jawbreaker (talk) PrideVision 2002-2004?

- Brad Fraser

Talk show format featuring guests and topics of interest to the GLBT community. Playright Brad Fraser hosted.

The Shield (police drama) FX 2002-present

- Julien Lowe (Michael Jace)

The story of in inner-city Los Angeles police precinct where some of the cops aren't above breaking the rules or working against their associates, for good or bad [imdb]. Julien is a deeply religious, African American police officer struggling to repress his sexual orientation. Everyone in his squad knows that he is gay, but after completing a church program that promised to "cure homosexuality," Julien married a woman and adopted her son [glaad].

Footballers' Wives (sports serial drama) 2002-present

- Noah Alexander 2004-2005 (Marcel McCalla)
- Conrad Gates 2004-2005 (Ben Price)
- Hazel Bailey 2002-2005 (Alison Newman)

Bed-hopping and cat-fighting among the wives and players of a professional English football team. Noah is a young, new player struggling at first to hide who he is, and then to adapt to it. Team star Conrad has an open relationship with his wife... open enough for a tumble or three with Noah. Player agent turned team owner Hazel normally acted to protect her interests, but stepped in to keep Noah on the team after he was outed.

Degrassi: The Next Generation (teen drama) CTV and The N 2001-present

- Marco Del Rossi 2002-present (Adam Ruggiero)
- Dylan Michalchuk 2003-present (John Bregar)
- Paige Michalchuk (Lauren Collins)

- Alex Nuñez 2003-2006 (Deanna Casaluce)

Latest incarnation of the long running teen franchise. Some of the teens in the previous version are now teachers at Degrassi Highschool. Popular student Marco is open about his sexuality at school, but coming out at home seems impossible. Marco's friend Paige's older brother is Marco's boyfriend. "Good girl" Paige and "bad girl" Alex date for a time in season 5.

The Wire (crime/police drama) HBO 2002-present

- Shakima Greggs (Sonja Sohn)
- Omar Little (Michael K. Williams)

Crime and policing in Baltimore is the subject of this drama. Kima is an ambitious, African American lesbian cop. Omar is a gay thief who steals from drug dealers [glad].

Reno 911! (sitcom) Comedy Central 2003-present

- Lieutenant Jim Dangle (Thomas Lennon)

Spoo of the Fox series "Cops". Officer Dangle wears short shorts while leading a group of misfit police officers [glad].

Coronation Street (serial drama) BBC 1960-present

- Todd Grimshaw 2001-2004 (Bruno Langley)
- Karl Foster 2003-2004 (Chris Finch)
- Sean Tully 2003, 2004-present (Anthony Cotton)
- Tim the vet 2005 (Edward MacLiam)

Long running classic British soap opera, set in a working class neighbourhood of Manchester. The Grimshaw family lives at number 42 Coronation Street. Teenager Todd was engaged to his pregnant fiancée Sarah by the time he came to accept that he was gay. When the actor resigned the role Todd was written out, attending college in another city. Karl's long slow seduction of Todd, alternating as it did between pressure and backing off, was erotic before even a single button was undone. After appearing in a single episode in 2003, Sean's 2004 arrival on The Street was almost a hand-off from the departing Todd, as he became a lodger in Todd's mother's house. He took a job as a seamster at Underworld, and eventually became a bartender at the Rovers Return. Sean's interest in Tim is eventually returned, only to discover that Tim already has a boyfriend. In addition, transsexual character Hayley Cropper has been part of the show since 1998 (see *Coronation Street* (1998-)).

Mile High (serial comedy/drama) Sky One [UK] 2003-present

- Will O'Brien (Adam Sinclair)

Serial light drama following the shenanigans of a discount airline. Will is a flight attendant. Seen in the United States on BBC America.

Queer Eye For the Straight Guy (make-over) Bravo [USA] 2003-present

- Kyan Douglas
- Ted Allen
- Jai Rodriguez

- Thom Filicia
- Carson Kressley

Five gay men use their skills in style and culture to turn a straight man into a chick magnet. Kyan handles grooming. Ted does food and wine. Jai is the culture expert. Thom handles interior design. Carson's specialty is fashion. Collectively known as "The Fab Five."

Naked Josh (sitcom) Showcase 2004-2006

- Jenn (Patricia McKenzie)

Josh Gould is a professor of anthropology specializing in the study of human sexuality. The personal lives of the professor, his students and friends mirror his lecture topics. Jenn, one of his students, becomes a friend and the bartender at his local hangout.

Passions (daytime serial drama) NBC 1999-present

- Simone Russell 1999-present (Cathy Jeneen Doe (2004-present))

Somewhat unconventional American daytime drama, mixing complex, interrelated families with a 300-year-old supernatural meddler. Simone is daytime's first African-American lesbian.

Rescue Me (drama) FX 2004-present

- Colleen Gavin (Natalie Distler)
- Peter Reilly (Neal Jones)

Sometimes intense, sometimes funny drama about a post-9/11 stationhouse of New York City firemen. Lead character Tommy Gavin's daughter Colleen is a lesbian. The station captain's adult son is gay, and in a relationship. And Tommy's girlfriend, Sheila (Callie Thorne) sometimes has an eye for the ladies [glad].

Blackpool (musical drama) [U.K.] 2004

- Danny Holden (Thomas Morrison)

Ripley Holden wants to turn British seaside resort Blackpool into the Las Vegas of the U.K. Ripley's son Danny is implicated in a prostitute's murder while his father is suspected of the fire that destroyed the murder scene. Seen in the United States under the title *Viva Blackpool*.

Half & Half (sitcom) UPN 2002-present

- Adam Benet 2004-present (Alec Mapa)

Situation comedy about two half-sisters, one an aspiring sports agent, the other working at a record label. Adam is the secretary-receptionist at the record company.

Drawn Together (animated sitcom) Comedy Central 2004-present

- Xandir P Whifflebottom (Jack Plotnick [voice])

Spoof of the "reality show" genre with a house full of cartoon contestants. Xandir is a gameboy action hero "on a never-ending quest to save [his] girlfriend", until his housemates help him come to terms with his (obvious) homosexuality.

renegadepress.com (teen drama) APTN 2004-present

- Oscar Cherniak (Shawn Erker)

Drama centred on a group of teens in highschool who publish an on-line e-zine. "Truth 'n Rumours" columnist Oscar came out about his bisexuality, much to the embarrassment of his girlfriend Patti.

Nip/Tuck (medical drama) FX 2003-present

- Liz Cruz 2004-present (Roma Maffia)
- Quentin Costa 2005 (Bruno Campos)

A Miami cosmetic surgery practice is the setting for this slightly surreal drama. Liz is an anaesthesiologist. Plastic surgeon Quentin's bisexuality isn't his only surprise.

Hex (fantasy drama/comedy) [U.K.] 2004-2005

- Thelma Bates (Jemima Rooper)

Set in a remote British boarding school, a shy student acquires supernatural powers. The lead character's best friend and roommate Thelma becomes a ghost.

Desperate Housewives (drama-comedy) ABC 2004-present

- Andrew Van DeKamp (Shawn Pyfrom)
- Justin (Ryan Carnes)

Ensemble comedy-drama about the families of Wisteria Lane. Break-out hit of the 2004/05 season. Housewife Bree's scheming son Andrew lives to torture his mother. Is sleeping with Justin a genuine expression of his sexuality, or just part of goading mom?

Out Of Practice (sitcom) CBS 2005-2006

- Regina Barnes (Paula Marshall)

Relationship councillor Benjamin Barnes' entire family, both parents, brother and sister, are medical doctors. All three Barnes children are very competitive, including over eligible women to date.

Starved (comedy) FX 2005

- Billie Frasier (Laura Benati)

Four thirty-something New Yorkers with various eating disorders lean on one another for support in this dark and poignant comedy that chronicles their romantic and personal lives [imdb]. Billie is a recovering bulimic/anorexic who finds that being bisexual is a plus when you're an up-and-coming singer/songwriter [glaad].

The Office (sitcom) NBC 2005-present

- Oscar (Oscar Nunez)

Situation comedy set in a paper company office in Scranton, Pennsylvania. Oscar is a closeted accountant for the Dunder-Mifflin paper supply company [glaad]. American version of the British series of the same name.

South of Nowhere (drama) The N 2005-2006

- Spencer Carlin (Gabrielle Christian)

A family moves from Ohio to Los Angeles, where they find themselves unprepared for the city's fast pace, and the overcrowded public school that their three teenagers will attend [imdb]. Spencer is a teenager in Los Angeles who knows she's a lesbian but hasn't come out to her friends and family [glaad].

Godiva's (comedy-drama) CityTV and Bravo Canada 2005-present

- Cordell (Michael McMurtry)
- Drew (Peter Wilds)

Comedy-drama set in the kitchen of a Vancouver restaurant. Cordell is a waiter with a roving eye. Schoolteacher Drew is his on-again, off-again boyfriend.

The War At Home (sitcom) Fox 2005-present

- Kenny (Rami Malek)

Dysfunctional family sitcom. Parents spend the first part of the first season trying to figure out if nerdy middle child Larry is gay or not. Unknown to anyone, Larry's best friend Kenny wishes Larry was gay so they could be together forever.

Crumbs (sitcom) ABC 2006

- Mitch Crumb (Fred Savage)

Dysfunctional family sitcom. The Crumbs run a restaurant. Son Mitch returns from his failed career as a hollywood movie writer to help out in the family business.

General Hospital (serial drama) ABC 1963-present

- Lucas Stansbury Jones 1989-2006 (Ben Hogestyn (2005-2006))
- Guy Richardson 2006 (Nicholas DiNardo)

See also *General Hospital* (1994-1998). Long-running classic American soap opera. A character since his birth, during the winter of 2005/6 college student Lucas grew to realize he was harboring a secret sure to distress his family situation. Guy and Lucas began dating in May, 2006, and they both promptly disappeared from view.

As the World Turns (serial drama) CBS 1956-present

- Luke Snyder aka Luciano Eduardo Grimaldi 1995-present (Van Hansis (2005-present))

See also *As the World Turns* (1988-1989). Long-running classic American soap opera. A character since his birth, in the spring of 2006 teenager Luke came out, to varied reactions from his family and friends. Luke is in love with his straight best friend Kevin Davis (Karl Girolamo).

The Book of Daniel (drama) NBC 2006

- Peter Webster (Christian Campbell)

Irreverent drama about an Episcopal priest and his off-the-wall family. Daniel's oldest son Peter is out to everyone except his imperious grandfather, who sets him up on a date with a girl. Series cancelled before completing its 10-episode limited run, either because of poor ratings or for its alleged anti-religious theme (take your pick).

Love Monkey (drama) CBS 2006

- Jake Dunne (Christopher Wiehl)

Drama centered on four adult male friends. Jake is a deeply closeted former Major League Baseball player. Cancelled after just three episodes aired and before his sexuality could be explored.

Lovespring International (comedy) Lifetime 2006-present

- Burke Kristopher (Sam Pancake)

The improvised comedy series revolves around the wacky goings-on at an elite matchmaking service in Tarzana, California [imdb]. Burke is the closeted Senior Vice President of Lovespring International.

So NoTORIous (comedy) VH1 2006-present

- Sasan (Zachary Quinto)

Tori Spelling plays herself, an underdog in the un-celebrity world that she desperately tries to be a part of [tv.com]. Tori's best friend is Sasan, whose traditional Iranian parents are in denial that he's gay [glaad].

Deadwood (western serial drama) HBO 2004-2006

- Jack Langrishe 2006 (Brian Cox)

Series set in a lawless settlement in the late 1870's, in what would later become South Dakota. An old acquaintance of central character Al Swearengen, Langrishe comes to town and opens a theater business. He is enamoured of one of his male actors.

11 Cameras (anthology drama) CBC 2006

- Colin (Alex Campbell)

The lives of a variety of characters are told through their web-cam conversations. Colin hides his sexual orientation from his girlfriend Amber, and has a similarly closeted boyfriend from the next town, who he met on-line.

G-Spot (situation comedy) The Movie Network 2005-present

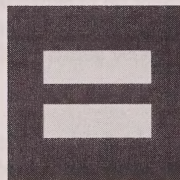
THE COST OF MARRIAGE INEQUALITY TO CHILDREN AND THEIR SAME-SEX PARENTS

A Human Rights Campaign Foundation Report

April 13, 2004

Lisa Bennett, Director, HRC FamilyNet Project
Human Rights Campaign Foundation

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This report is the second in a series on the cost of marriage inequality to same-sex couples. The first, entitled "The Cost of Marriage Inequality to Gay, Lesbian and Bisexual Seniors," can be downloaded from www.hrc.org

OVERVIEW

This report finds great similarities between the family lives of same-sex and heterosexual couples with children. Among them:

- **The prevalence of children.** Same-sex couples are raising children in at least 96 percent of all counties in the nation. At least one out of three lesbian couples and one out of five gay male couples are raising children nationwide.

The three counties with the greatest numbers of same-sex couples raising children are: Los Angeles County, with 8,015 couples; Cook County, Ill., with 4,090 couples; and Harris County, Texas, with 3,050 couples with children.

- **The stability of relationships.** Gay or lesbian unmarried parents are twice as likely as heterosexual unmarried parents to be in long-term relationships (which Census 2000 measures by couples who have been together five years or more).

- **Family income.** Whether gay or straight, couples raising children earn less on average than couples without children. (This is probably due to the fact that one parent is often at home caring for the children – a trend that is as common among same-sex couples as opposite-sex couples, and even slightly more common among gay male parents.)

But there are stark differences in how families headed by same-sex and opposite-sex couples are treated, both financially and legally. As of this writing, the full and certain protections of marriage are available in no state. This means that no same-sex parents or their children have access to the 1,138 federal protections that come with marriage.¹ And only couples in Vermont and California have access to the hundreds of marital benefits states provide.

Moreover, same-sex couples with children are not even guaranteed the right in most states to establish a joint legal relationship to the children they are raising together. Nor may they enjoy the most basic protections that come through such a legal relationship. In fact, protections are least available in precisely those parts of the country that have the highest percentage of same-sex couples with children – namely, the South and Midwest.

More specifically, this report also finds these stark differences in the ways same-sex couples with children – and their children – are treated in some of the most fundamental aspects of their family lives. For example:

- **Health insurance.** Same-sex couples with children are far less likely to have access to family health insurance through their employer – and those who do pay far more for it than their married heterosexual co-workers. For example, a gay or lesbian parent who earns \$60,000 a year and receives health insurance for his or her partner will pay \$875 more in taxes each year than married heterosexual couples.

- **Social Security benefits.** When a gay or lesbian parent dies, the loss of Social Security benefits to children and a surviving partner left behind can be staggering. For example, if a gay or lesbian parent who earned \$60,000 in the last year of his or her life leaves a partner and 10-year-old child behind, the family

could lose nearly \$250,000 in Social Security survivor benefits that would otherwise be designated to the care of the child – strictly because of the couple's lack of access to marriage.

- **Federal income tax.** An analysis of federal income taxes reveals that a same-sex couple where one parent stays at home with the children pays more in federal income taxes than a married heterosexual couple in the same circumstances (based on parenting-related and earned income tax credits). On the other hand, in a same-sex couple where both partners work outside the home, the family will pay less than a married heterosexual couple in the same circumstances.

What follows is an:

1. Analysis of the demographics of same-sex couples raising children;
2. Overview of protections available to same-sex parents and their children nationwide;
3. Examination of some of the real costs of marriage inequality to these families.

I. DEMOGRAPHICS OF SAME-SEX PARENTING IN THE UNITED STATES

One out of three female couples and one out of five male couples are raising children in the United States, according to Census 2000. More specifically, Census 2000 shows that:

- 45.6 percent of married heterosexual partners are raising children.
- 43.1 percent of unmarried heterosexual partners are raising children.
- 34.3 percent of female partners are raising children.
- 22.3 percent of male partners are raising children.

Same-sex couples raising children live in 96 percent of all counties in the United States, according to the 2000 Census – forming essentially a part of every community in this country. (See Figure 1.) But looked at regionally, there are some geographic surprises in where same-sex couples are likely to be parents. For example, of all same-sex couples:

- The **South** has the highest percentage of same-sex couples who are raising children, with 36.1 percent of lesbian couples and 23.9 percent of gay male couples doing so.
- The **Midwest** has the second highest percentage, with 34.7 and 22.9 percent, respectively.
- The **West** figures third for lesbian couples and the **Northeast** for gay male couples.²

This pattern mirrors the geographical distribution of unmarried opposite-sex partners raising children, where the South also is home to the greatest percentage, followed by the Midwest, the West and finally the Northeast. For married opposite-sex couples raising children, the West is the most popular region, followed by the Northeast, the Midwest and the South.³

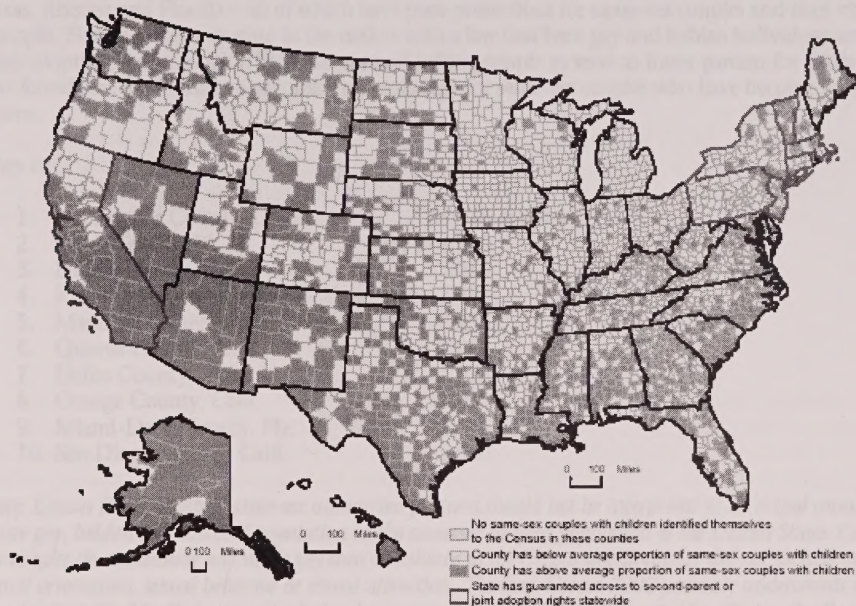
The states with the highest percentages of lesbian couples raising children:

- Mississippi, with 43.8 percent
- South Dakota and Utah, with 42.3 percent each
- Texas, with 40.9 percent

The states with the highest percentages of gay male couples raising children:

- South Dakota, 33 percent
- Mississippi, with 31 percent
- Idaho and Utah, with 30 percent each

Figure 1.
Same-Sex Unmarried Partners with Children Under Age 18 in the Home
U.S. Census, Special Tabulation



The 10 counties with the greatest number of same-sex couples with children. The counties with the total number of same-sex couples raising children also harbor some surprises, as the top 10 list includes counties in Texas, Arizona and Florida – all of which have poor protections for same-sex couples and their children. For example, Florida is the only state in the nation with a law that bans gay and lesbian individuals and couples from adopting, even though it relies on gay and lesbian people to serve as foster parents for needy children. It also forbids the establishment of joint legal parentage for same-sex couples who have become parents by other means.

They are:

1. Los Angeles County, Calif.	8,015 couples
2. Cook County, Ill.	4,090
3. Harris County, Texas	3,050
4. Kings County (Brooklyn), N.Y.	2,485
5. Maricopa County, Ariz.	2,335
6. Queens County, N.Y.	2,050
7. Dallas County, Texas	1,970
8. Orange County, Calif.	1,930
9. Miami-Dade County, Fla.	1,915
10. San Diego County, Calif.	1,900

Note: Census 2000 counts of same-sex unmarried partners should not be interpreted as an actual count of either the entire gay, lesbian and bisexual population or the same-sex coupled population of the United States. Counts of same-sex couples do not include any single gay men or lesbians as the Census questionnaire did not include questions about sexual orientation, sexual behavior or sexual attraction. Further, Census 2000 probably undercounts same-sex couples (identified by their sex and relationship status: an adult of the same sex is identified as the "husband/wife" or "unmarried partner" of the person filling out the Census form). Several factors could explain this undercount. For confidentiality reasons, some same-sex couples may feel uncomfortable identifying the nature of their relationship on a government survey. Some couples may define their relationship as something other than "husband/wife" or "unmarried partner." Estimates of the undercount vary. In their report, "Missing Same-sex Couples in Census 2000," Badgett and Rodgers (IGLSS 2003, http://www.iglss.org/media/files/c2k_leftout.pdf) find that the Census Bureau missed at least 16 percent to 19 percent of all gay or lesbian couples. If 5 percent of the U.S. adult population is gay or lesbian and approximately 30 percent of gay men and lesbians are coupled (as several surveys suggest), then Census figures did not count 62 percent of all same-sex couples.

Stability of same-sex parenting relationships. Same-sex parents, who are denied the right to marry, are on average more than twice as likely to be in long-term relationships as heterosexual parents who choose to remain unmarried. (They have lived together for five years or more, which is the only Census 2000 question about relationship stability.) Specifically, 19.9 percent of unmarried heterosexual couples raising children have been together for five years or longer while 41.1 percent of same-sex couples raising children have stayed together that long.

Since marriage is generally considered a stabilizing factor, the implication appears to be that granting marriage rights to same-sex couples would lead to an even greater degree of stability in these families.

Indeed, other studies already have indicated levels of stability among same-sex couples that extend well beyond the five-year mark measured by the Census. For example, Esther

Unmarried same-sex couples are twice as likely to be in long-term relationships as unmarried heterosexual couples.

Rothblum, a psychology professor at the University of Vermont, conducted a study of 400 couples who had a civil union in Vermont in 2000-2001, the first year civil unions were available. Her findings: on average, couples who sought a civil union license had already been together for 11 to 12 years.⁴

Homeownership. This high degree of stability in same-sex couples is also evident in their rate of homeownership, which far exceeds the rate of homeownership among unmarried heterosexual couples, according to Census 2000. For example, while 78.9 percent of married couples with children own their own homes, only 45.4 percent of unmarried couples with children do so. However, even absent the right to marry, 64.3 percent of same-sex couples with children are homeowners.⁵

Income. Couples with children earn less, on average, than couples without children in every family structure – regardless of sexual orientation or marital status, according to Census 2000. This reflects the fact that in approximately one out of four families with children, one parent (whether gay or straight) is at home taking care of the kids.

Specifically, there is at-home parent in:

- 25 percent of heterosexual couples with children
- 26 percent of male couples with children
- 22 percent of lesbian couples with children

However, parents who are not married – both same-sex and opposite-sex – earn significantly less than parents who are. For example, among married couples, those with children earn 9.6 percent less than those without children. But among unmarried heterosexual couples, those with children earn 23.1 percent less than those without. Among same-sex couples, those with children earn 24.2 percent less than those without children.

Same-sex couples who adopt. Same-sex couples are more likely to adopt children than married or unmarried heterosexual couples, according to Census 2000.

- 6 percent of same-sex parent couples are raising children who have been adopted.
- 5.1 percent of married heterosexual parent couples are raising children who have been adopted.
- 2.6 percent of unmarried heterosexual parent couples are raising children who have been adopted.

Children with disabilities. Same-sex parents are raising slightly more children with disabilities than married heterosexual parents – a factor that may be related to the higher adoption rate among same-sex parents. (The reason cannot be determined by Census data alone, however.)

Specifically, Census 2000 shows that 8 percent of children of same-sex parents have disabilities, compared to 5.8 percent of the children of married heterosexual couples. Among children of unmarried heterosexual parents, 8.3 percent have disabilities.

Bi-national parents. More than one out of 10 same-sex couples raising adopted children includes at least one parent who was born outside the United States. Because federal immigration law fails to recognize same-sex couples as families, however, some of these families may be at risk of being broken up – or forced to move to another country. American citizens or permanent residents are not permitted to petition for their same-sex partners to immigrate as heterosexual partners are permitted to do. Sixteen other countries recognize same-sex couples for immigration purposes. They are: Australia, Belgium, Brazil, Canada, Denmark, Finland, France, Germany, Iceland, Israel, The Netherlands, New Zealand, Norway, South Africa, Sweden and The United Kingdom.

II. PROTECTIONS AVAILABLE TO SAME-SEX COUPLES WITH CHILDREN

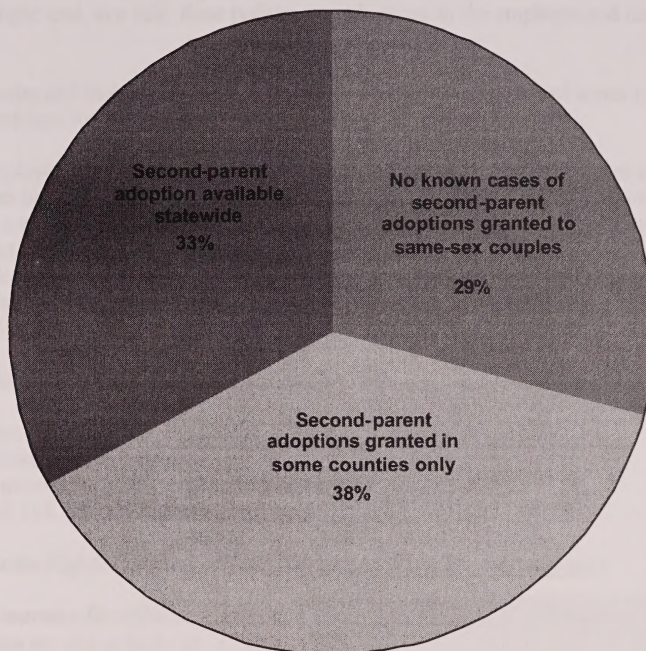
While the high court of one state, Massachusetts, has declared that the state must issue marriage licenses to same-sex couples – and a number of cities in other states began doing so in 2004 – same-sex couples who wish to marry in the overwhelming majority of cities and states in this nation cannot obtain a marriage license. There is also great uncertainty that same-sex couples granted a marriage license in one state will be able to have that marriage recognized in another. In addition, a federal law, the 1996 Defense of Marriage Act, states that none of the federal protections that come with marriage will be granted to a same-sex couple who receives a marriage license from any U.S. or foreign government.

Moreover, two-thirds of the children being raised by same-sex parents nationwide live in states that have not yet even guaranteed both of their parents the right to establish a legal relationship to their children, through a procedure known as second-parent or joint adoption. Nor may they enjoy the more limited protections that come with having, at the minimum, a legal relationship to their parents.

As a result, these children cannot rely on:

- Both their parents to be permitted to authorize medical treatment in an emergency;
- Support from both parents in the event of their separation; or
- Social Security survivor benefits in the event of the death of the parent who was unable to establish a legal relationship with the child.

Figure 2.
Same-sex Unmarried Partners with Children in the Home
by state policies regarding second-parent adoption
 Census 2000, 1% Public Use Microdata Sample



Only seven states and the District of Columbia guarantee that the opportunity for same-sex parents to jointly establish themselves as the legal parents of any child they may be raising together. These are: California, Connecticut, Massachusetts, New Jersey, New York, Pennsylvania and Vermont.

Of the two-thirds of all children being raised by same-sex couples who live in states where gay and lesbian couples are not guaranteed the right of second-parent or joint adoption, 38 percent live in states where second-parent adoptions have been granted in certain counties only, and 29 percent live in states where second-parent adoptions are either prohibited or there is no evidence available to show that they have been granted to same-sex couples. (See Figure 2).

III. THE COST OF MARRIAGE INEQUALITY: ITS IMPACT ON HEALTH, SOCIAL SECURITY AND FEDERAL INCOME TAXES

While there are more than 1,100 federal benefits and protections that are made available to married couples only, this section focuses on the impact of marriage inequality on just three areas: health insurance, Social Security survivor benefits and parenting-related federal income taxes. In consideration of the great number of

gay and lesbian Americans who have served in the U.S. armed forces, it also briefly examines the loss of family benefits available to gay and lesbian military personnel.

Health Insurance

Access to health insurance for same-sex partners. Most people in the United States obtain health insurance through an employer; and, as a rule, these policies provide access to the employee and his or her spouse and children.⁶

But same-sex couples and their children are at much greater risk of being denied access to health insurance through their employers for two reasons:

- 1) Most employer-sponsored health plans extend coverage to the married spouses and children of their employees but not unmarried partners, and same-sex couples are denied access to marriage in most states. If a working gay or lesbian parent has been unable to establish a legal relationship to his or her child, that child is also unlikely to be eligible for coverage.
- 2) Domestic partner benefits, an alternate means of providing access to health insurance for the partners of gay, lesbian and bisexual employees, are not offered by the vast majority of employers in the United States.

At this writing, domestic partner benefits are offered by only:

- 10 of 51 state governments;
- 211 of the Fortune 500 companies;
- 198 out of more than 3,000 colleges and universities;
- 6,811 out of 114, 488, 947 private employers.⁷

(Source: The Human Rights Campaign's WorkNet project, www.hrc.org/worknet.)

Access to health insurance for children. Children of same-sex couples are also at high risk of being denied access to employer-sponsored health insurance. This is because most policies require that there be a legal relationship between the employee and any child to be added to the policy – and this legal relationship is frequently denied to same-sex parents nationwide, due to inequality in marriage laws and far from certain access to the joint or second-parent adoption. (See Section II.)

The lack of insurance coverage for same-sex couples and their children also further exacerbates the negative social consequences created by the growth of uninsured Americans in United States.⁸

Taxation on employer-provided health insurance premiums. Employee-sponsored domestic partner benefits, unlike health benefits provided to married heterosexual couples, are taxed as income. As a result, gay and lesbian

The consequences of uninsurance:

- ? "Uninsured children and adults do not receive the care they need. Consequently, they suffer from poorer health and development, and are more likely to die prematurely than those with coverage; 18,000 unnecessary deaths are attributable to lack of health coverage every year.
- ? "Even one uninsured person in a family can put the financial stability and health of the whole family at risk.
- ? "A community's high rate of uninsurance can adversely affect the overall health status of the community, the financial stability of its health care institutions and providers, and the access of its residents to certain services, such as emergency departments and trauma centers."

Source: "Insuring America's Health," *The Institute of Medicine of the National Academies*, 2004.

employees take home relatively less income than their married heterosexual co-workers who perform exactly the same job.

Example. A gay or lesbian employee who earns \$30,000 a year and receives domestic partner benefits for a partner and/or children pays **\$525** in taxes for that coverage while a heterosexual employee in an identical situation pays **\$0**.

Example. A gay or lesbian employee who earns \$60,000 a year and receives domestic partner benefits for a partner and/or children pays **\$875** in taxes for that coverage while a heterosexual employee in an identical situation pays **\$0**.

Example. A gay or lesbian employee who earns \$90,000 a year and receives domestic partner benefits for a partner and/or children pays **\$980** in taxes for that coverage while a heterosexual employee in an identical situation pays **\$0**.⁹

Continuation of Health Coverage. When a married heterosexual employee loses or leaves a job, employers are required to offer the employee – and his or her legally married spouse – the opportunity to purchase continued health coverage for up to 18 months, under a federal law called the Consolidated Omnibus Budget Reconciliation Act of 1986, or COBRA.

But when a gay or lesbian employee loses or leaves a job, federal law does not guarantee the employee the opportunity to purchase continued health coverage for an unmarried partner, even if the employer-sponsored plan originally covered that partner. This is true even though it is the former employee, not the employer, who pays the premium for this temporary coverage.

Family and Medical Leave Act. Under the Family and Medical Leave Act of 1993, legally married spouses are granted up to 12 weeks of unpaid leave from work to care for a seriously ill spouse, parent or child. It also allows employees to take leave when they have a child through birth, adoption or foster care. But same-sex partners are not covered under this law, making it impossible for some gay or lesbian employees to keep their jobs and be with their partners during times of medical need – or with their children in the first weeks of their lives.

Social Security Survivor Benefits

When a parent or partner dies, it is emotionally and potentially financially devastating to any family. That is why since 1939 the U.S. government has helped support families in this situation through Social Security survivor benefits, which are made available to surviving spouses and children.¹⁰ Today, these benefits are considered “equivalent to a \$403,000 life insurance policy,” according to the Social Security Administration.

All working Americans pay a portion of each paycheck into Social Security on the principle that they will be able to draw on the benefits if and when their family needs it.¹¹ Yet those families headed by gay and lesbian parents are uniformly deprived of such help when a parent dies.

A surviving gay or lesbian partner is in all cases deprived of the benefits available to surviving spouse, including those benefits designated for the care of a child. Surviving children also are deprived of benefits that are otherwise available to children up until they marry or turn 18 years old if the deceased parent had been unable to establish a legal relationship to the child. And as discussed above, two-thirds of the families headed by same-sex parents reside in parts of the country where there is no statewide guarantee of access to the protections that would enable such a legal relationship to be established for both parents (through second-parent or joint adoption).

The financial value of this loss of Social Security survivor benefits for gay, lesbian and bisexual parents and their children is staggering. For example, for a surviving partner and child who is 10 when one of his or her parents dies, the loss can amount to as much as \$242,457.60 if the deceased parent had been unable to establish a legal relationship to his or her child. Even if he or she had been able to adopt the surviving child, the loss to the family would still amount to \$103,910.40.

The loss of Social Security survivor payments for a family composed of one surviving gay or lesbian parent and a 10-year-old child ranges from \$103,910.40 to \$242,457.60.

The following examples are based on Social Security benefits available to families composed of two parents and one child who is 10 at the time of the parent's death. The deceased parent earned \$60,000 in the final year of his or her life. The surviving child receives benefits up until age 18 and the surviving parent until the child is 16. The monthly survivor benefits are calculated at \$1,443.20 per month.¹²

Example: Heterosexual married parents.

Social Security survivor benefits available to the child:	\$138,547.20
Social Security survivor benefits available to the surviving parent:	\$103,910.40
Total survivors' benefits for this family:	\$242,457.60.

Example: Same-sex parents, deceased parent was able to establish legal relationship to their child.

Social Security survivor benefits available to the surviving child:	\$138,547.20
Social Security survivor benefits available to the surviving parent:	0.00
Total survivors' benefits for this family:	\$138,547.20.

Example: Same-sex parents, deceased parent was unable to establish legal relationship to their child.

Social Security survivor benefits available to the surviving child:	\$ 0.00
Social Security survivor benefits available to the surviving parent:	\$ 0.00
Total survivors' benefits for this family:	\$ 0.00

Parenting-Related Federal Income Taxes

In the two-thirds of families that live where there is no guarantee that two same-sex parents can even establish a joint legal relationship to their children, the federal income taxes paid by same-sex-headed families become quite skewed – against the family where one parent stays at home and in favor of the family where both parents work.

A same-sex couple where one parent stays at home with the children pays more in federal income taxes than a married heterosexual couple in the same circumstances (based strictly on an analysis of parenting-related and earned income tax credits). On the other hand, a family headed by a same-sex couple, both members of which work outside the home, pays less than a married heterosexual couple in the same circumstances – because tax law treats them as two single adults rather than as one family unit.

The following examples are based on an analysis of parenting-related federal income taxes for a household composed of two parents and two children. The married heterosexual couple files as "married filing jointly". In the same-sex couple, one partner (the income-earner) files as head of household, the other files as single. Based on their eligibility for dependent exemptions, child tax credits, dependent and child care tax credits and earned income tax credits, here is what each family would pay or receive:

Table 1: Parenting-Related Federal Income Tax for Family Earning \$30,000

Married Heterosexual Couple (With either one stay-at-home parent or two working parents)	Same-Sex Couple. Stay-at-home parent has no legal relationship to child	Same-Sex Couple. Only stay-at-home parent has legal relationship to child.	Same-Sex Couple. Both parents work.
Entitled to refund of \$983	Entitled to refund of \$772	Owes \$561	Entitled to refund of \$3,942

Table 2: Parenting-Related Federal Income Tax for Family Earning \$60,000

Married Heterosexual Couple (With either one stay-at-home parent or two working parents)	Same-Sex Couple. Stay-at-Home Parent Has no Legal Relationship to Child	Same-Sex Couple. Only stay-at-home parent has legal relationship to child.	Same-Sex Couple. Both parents work.
Owes \$2,449	Owes \$3,301	Owes \$6,979	Owes \$3,301

Table 3: Parenting-Related Federal Income Tax for Family Earning \$90,000

Married Heterosexual Couple (With either one stay-at-home parent or two working parents)	Same-Sex Couple. Stay-at-Home Parent Has no Legal Relationship to Child	Same-Sex Couple. Only stay-at-home parent has legal relationship to child.	Same-Sex Couple. Both parents work.
Owes \$8,101	Owes \$11,551	Owes \$14,607	Owes \$7,043

Denial of veteran benefits. There are more than 1 million gay or lesbian veterans in the United States, according to Census 2000. (Endnote: "Gay Veterans Top One Million," by Gary Gates, The Urban Institute, July 9, 2003.) But those who share their lives with a same-sex partner and child are denied a wide range of the benefits normally available to married veterans and active military personnel

For example, spouses of military personnel killed in the war in Iraq were eligible to receive a monthly payment of \$948 for those who died in service, with an additional \$237 monthly benefit for each dependent and unmarried child under the age of 18. They also may be eligible for educational assistance, VA-guaranteed home loans and other family benefits.

The surviving partners and children of gay or lesbian employees who served in the war, however, are eligible for none of these benefits.

(Source: "VA Benefits for Family Members of Military Personnel Involved in Operation Iraqi Freedom," Department of Veterans Affairs, March 2003. www.1.va.gov/opa/fact/docs/a-dben.htm)

CONCLUSION

The lack of universal access to equal marriage for same-sex couples in the United States -- and the substantial legal uncertainty about whether same-sex marriages performed in one jurisdiction will be honored in any other -- means that there are children in 96 percent of all counties in this nation that are deprived of the expansive range of protections available to their classmates, neighbors and other children being raised by heterosexual parents.

Moreover, the children in two-thirds of these families may even be deprived of the most basic security of a legal relationship to both their parents, as they live in places where there is no guaranteed access in their states to the second-parent and joint adoption rights that allow two parents of the same sex to establish a legal relationship to their children.

Currently, only seven states (California, Connecticut, Massachusetts, New Jersey, New York, Pennsylvania and Vermont) and the District of Columbia guarantee access to such protections statewide through statute or high court ruling. Same-sex parents also have been granted second-parent adoptions in certain counties within 16 other states. In all other states, there are no known cases of a second-parent adoption being granted to a same-sex couple, and in some cases, laws prohibit the establishing of legal relationships between same-sex parents and their children. (See www.hrc.org/familynet for more information)

Until all states grant equal marriage to same-sex couples, the children in these families will continue to be deprived of the security of being recognized as a "legal" family. They also may be denied access to health insurance and potentially hundreds of thousands of dollars in Social Security survivor benefits in the event of the death of a parent. If one parent is a stay-at-home parent, their family's finances will also be unduly burdened by federal income tax laws that benefit married parents

Data description

This analysis uses a special tabulation from the Census Bureau of same-sex unmarried partner couples with children for each county in the United States. This tabulation is based on the 100 percent counts of these couples in Census 2000. Estimates of the rates of adoption in couples are based on findings from analyses of the Census 2000 1% and 5% Public Use Microdata Sample.

Top 50 Counties with Same-Sex Couples Raising Children Under 18 Years Old

County Name	State	Number of same-sex couples raising children	Rank	Number of same-sex couples with children for every 1,000 households with children	Rank
Los Angeles County	CA	8015	1	4.94	19
Cook County	IL	4090	2	4.69	23
Harris County	TX	3050	3	4.73	22
Kings County (Brooklyn)	NY	2485	4	6.39	4
Maricopa County	AZ	2335	5	4.38	30
Queens County	NY	2050	6	6.05	9
Dallas County	TX	1970	7	4.96	18
Orange County	CA	1930	8	3.66	44
Miami-Dade County	FL	1915	9	5.17	15
San Diego County	CA	1900	10	3.80	40
Bronx County	NY	1510	11	6.70	3
Alameda County	CA	1410	12	6.10	8
Philadelphia County	PA	1320	13	5.94	10
San Bernardino County	CA	1315	14	3.83	39
King County	WA	1305	15	4.64	24
Wayne County	MI	1270	16	3.39	49
Riverside County	CA	1260	17	4.43	28
Santa Clara County	CA	1210	18	4.11	37
Clark County	NV	1130	19	5.01	17
Broward County	FL	1130	20	4.11	36
Bexar County	TX	1065	21	4.04	38
New York County	NY	1055	22	6.27	6
Tarrant County	TX	1030	23	3.44	48
Middlesex County	MA	1015	24	4.13	35
Suffolk County	NY	1000	25	3.75	41
Sacramento County	CA	960	26	4.48	27
Nassau County	NY	880	27	3.55	46
Hillsborough County	FL	790	28	4.58	26
Essex County	NJ	765	29	5.88	11
Contra Costa County	CA	755	30	4.28	31
Cuyahoga County	OH	755	31	3.04	50
Westchester County	NY	745	32	4.60	25
Orange County	FL	735	33	4.83	21
Fresno County	CA	715	34	4.94	20
Palm Beach County	FL	715	35	4.24	32
Franklin County	OH	710	36	3.68	43
Hennepin County	MN	685	37	3.55	45
Travis County	TX	660	38	5.10	16
San Francisco County	CA	655	39	8.99	1
DeKalb County	GA	655	40	6.30	5
Suffolk County	MA	645	41	7.79	2
Prince George's County	MD	640	42	4.40	29
Salt Lake County	UT	640	43	3.54	47
Shelby County	TN	625	44	3.71	42
Marion County	IN	620	45	4.14	34
Hidalgo County	TX	615	46	5.57	14

Pima County	AZ	585	47	4.21	33
Baltimore city	MD	575	48	6.20	7
Multnomah County	OR	555	49	5.78	13
Hudson County	NJ	535	50	5.85	12

Note: See discussion of estimated undercount of same-sex couples on page 5.

Endnotes:

¹ "Defense of Marriage Act: An Update to Prior Report," General Accounting Office, Washington, D.C., 2004.

² 33.1 percent of lesbian couples are raising children in the West and 32.6 percent in the Northeast. Among gay male couples, 21.7 percent are raising children in the Northeast, and 21.1 percent are doing so in the West.

³ Among unmarried heterosexual couples, 44.1 percent are raising children in the South, 43.9 percent in the Midwest, 42.7 percent in the West and 40.9 percent in the Northeast. Among married heterosexual couples, 48.5 percent are raising children in the West, 45.2 percent in the Northeast, 45.1 percent in the Midwest and 44.4 percent in the South.

⁴ "Pioneers in Partnership: Lesbian and Gay Male Couples in Civil Unions Compared With Those Not in Civil Unions, and Married Heterosexual Siblings," by Sondra E. Solomon, Esther D. Rothblum and Kimberly F. Balsam, *Journal of Family Psychology*, June 2004 (in press).

⁵ This figure is based on couples who are between the ages of 25 and 55.

⁶ According to the U.S. Census Bureau report, "Health Insurance Coverage in the United States: 2002," 61.3 percent of Americans obtain health insurance through an employer.

⁷ Agency for Healthcare Research and Quality, Center for Financing, Access and Cost Trends, 2001 Medical Expenditure Panel Survey-Insurance Component.
http://www.meps.ahrq.gov/MEPSDATA/ic/2001/Tables_II/TIIB1.pdf

⁸ In 2002, 15.2 percent of the general population was without health insurance, marking the second year of decline in insured Americans. Among children, 11.6 percent, or 8.5 million, were uninsured, according to the U.S. Census Bureau report, "Health Insurance Coverage in the United States: 2002."

⁹ Section 106 of the Internal Revenue Code exempts from income taxation the value of health care benefits provided by an employer to the employee's spouse and dependents. However, the value of health care benefits provided by an employer to the employee's domestic partner is taxable to the employee as "imputed income." The tax calculations provided here are based on an employer providing an annual health care benefit of \$3,500 per person.

¹⁰ <http://www.ssa.gov/history/reports/briefhistory.html#keydates>

¹¹ <http://www.ssa.gov/pressoffice/basicfact.htm>

¹² The calculations for all three sample families are based on a worker who was born on Jan. 1, 1958, began working on Jan. 1, 1982 and died Jan. 1, 2003. The worker's annual salary in 1982 was \$32,400. He or she received annual average raise increases, as the Social Security Administration calculates such increases, through the year 2002, when his or her income was \$60,000. Total survivor benefits were estimated based on the Social Security Benefit Calculator provided by the Office of the Actuary, Social Security Administration, at www.ssa.gov.

In a recent op-ed, Rabbi Sharon Kleinbaum writes "What the movement is now learning is that religion per se is not the enemy. Like it or not, America is a profoundly religious society. But the American religious right has totally hijacked the language of religion and spirituality to promote the values of its reactionary political agenda. The enemy is not religion but their bigotry and divisiveness."

Rabbi Kleinbaum continues: "We are learning that if we are going to go on building on our successes so far, and not have to retreat from them, we must learn to confront our right-wing religious opponents on their home ground."

Watch now! Profiles in LGBT leadership

<http://www.planetout.com/news/feature.html?sernum=2464&navpath=/news/comingout/>
by Equality Forum

This year, Equality Forum went above and beyond for LGBT History Month. They chose 31 LGBT leaders, one for each day of October, and created video profiles for each one.

To find the leaders, they called on leaders across states and countries for nominations, asking for names of people living or dead who "distinguished themselves within their field of endeavor, national heroes, or in the GLBT civil rights movement."

Co-chairs were the Rev. Nancy Wilson (Moderator, Metropolitan Community Churches, or MCC) and Professor Kenji Yoshino (Yale Law School), who recommended the below leaders from the list of nominees, Equality Forum's board of directors. The full list of video profiles starts with one of the most celebrated poets of the 20th century and ends with an out corporate philanthropist. In between, we find well-known names and people you may never have heard of before. Come back each day in October to learn about another leader!

- Oct. 1 [James Baldwin](#)
- Oct. 2 [Father Mychal Judge](#)
- Oct. 3 [Ellen DeGeneres](#)
- Oct. 4 [Sylvia Rivera](#)
- Oct. 5 [Volker Beck](#)
- Oct. 6 [Keith Haring](#)
- Oct. 7 [Leonard Matlovich](#)
- Oct. 8 [Barbara Jordan](#)
- Oct. 9 [John Boswell](#)
- Oct. 10 [Harvey Milk](#)
- Oct. 11 [Lupe Valdez](#)
- Oct. 12 [David Geffen](#)
- Oct. 13 [Barney Frank](#)
- Oct. 14 [Barbara Gittings](#)
- Oct. 15 [Phill Wilson](#)
- Oct. 16 [Oscar Wilde](#)
- Oct. 17 [Tim Gill](#)
- Oct. 18 [Martina Navratilova](#)
- Oct. 19 [Bayard Rustin](#)
- Oct. 20 [Jim Kolbe](#)
- Oct. 21 [Adrienne Rich](#)
- Oct. 22 [Ian McKellen](#)
- Oct. 23 [Lowell Selvin](#)
- Oct. 24 [Andrew Sullivan](#)
- Oct. 25 [Larry Kramer](#)
- Oct. 26 [Sheryl Swoopes](#)
- Oct. 27 [Alan Turing](#)
- Oct. 28 [Walt Whitman](#)
- Oct. 29 [Jean-Michel Basquiat](#)
- Oct. 30 [Elton John](#)
- Oct. 31 [Jim Hormel](#)

Mayor Dan Stewart, Plattsburgh, N.Y.



Dan Stewart, seen here with the junior senator from New York, has lived in Plattsburgh, a city of 24,000 on Lake Champlain, for 22 years. He has been mayor for seven years. **On Plattsburgh:** Plattsburgh has become gay-friendly over time. The city is a liberal enclave inside what is considered a conservative area. It's very moderate. It's very welcoming. It has to be [gay-friendly]: They elected the gay guy. There are very open minds in Plattsburgh and a few closed ones, like in every other place. Lots of gay couples have relocated here from larger cities. They wanted a nice, small city.

City Councilwoman Elena Guajardo, San Antonio, Texas



Elena Guajardo was born and raised in San Antonio, a city of "wonderful romance, charm and beautiful history." She has just celebrated her first year in office.

Utah state Sen. Scott McCoy, Salt Lake City



Scott McCoy moved from New York to Salt Lake City in 2002. He has served in his state legislature since 2005.

On Salt Lake City: In winter, the skiing is unparalleled. There are really great outdoor activities. There is a wonderful gay community. Mayor Rocky Anderson was named as one of the Human Rights Campaign's Top 10 straight allies in the country. He has made Salt Lake City a very gay-friendly, gay-accepting place. Salt Lake City is a bright blue spot in a sea of red.

City Councilman Joe DeMedeiros, New Bedford, Mass.



Joe DeMedeiros has lived in the historic whaling town of New Bedford all his life. At the age of 24, he ran for City Council against four people, including one 16-year incumbent -- and won. He has now been in office for five years.

On New Bedford: It's an extremely diverse city, very accepting of all people. It's a very welcoming place. We have a beautiful historic district with grand homes. People appreciate diversity and celebrate it.

City Councilman Tom Simplot, Phoenix, Ariz.



Tom Simplot has lived in Phoenix since 1980. He has served on the City Council for two and a half years.

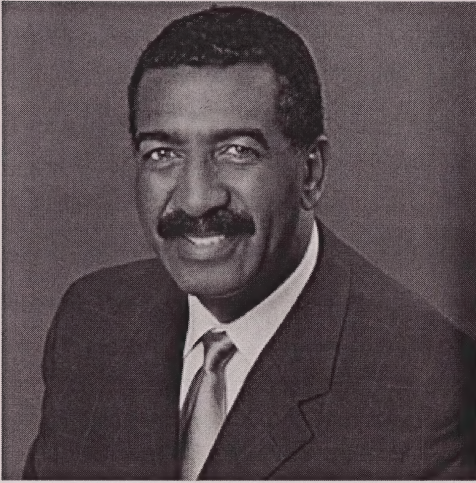
Houston City Councilwoman Sue Lovell



Sue Lovell has lived in Houston for 36 years. She was elected to the City Council in 2005.

On gay-friendly Houston: Lawrence vs. Texas, which freed our nation [by upholding consenting adults' right to privacy], started right here in Houston. Houstonians came together in the '80s to publish the first AIDS information brochure in the country, start the first HIV-positive food bank and the first housing program for people living with HIV/AIDS.

Mayor Ron Oden, Palm Springs, Calif.



Ron Oden has lived in Palm Springs for 16 years and held office for 11.

On Palm Springs: It's safe, it has a history of being open to all people, and sexual orientation is not an issue. All of our businesses are gay-friendly. You don't have to go to a gay establishment to be treated with respect and kindness.

City Commissioner Kecia Cunningham, Decatur, Ga.



Kecia Cunningham has lived in the Atlanta area since 1985. She is in her seventh year of office.

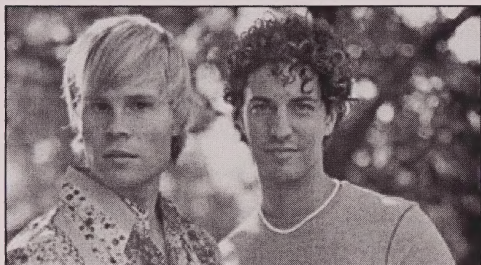
Houston City Controller Annise Parker



Annise Parker, a native Houstonian, has held public office for a little more than eight years. She is just beginning her third year as controller of this slick oil town.

Pop Profile: Jason and deMarco

Josh Tager



We know by now that gay people are everywhere. No longer confined to pink urban ghettos, we own track homes in grassy suburbs, shop at Wal-Mart and even play in punk and country bands that in no way resemble Bronski Beat. Gays, like milk, are becoming homogenized.

Still, some musical genres remain uncharted territory for out gay performers. Take, for example, Contemporary Christian. To have openly gay performers working this circuit was, until recently, unthinkable. But Jason and deMarco, a romantic and musical duo, are blazing new trails. And they're winning converts fast enough to make Jerry Falwell's head spin.

DeMarco was raised Roman Catholic, Jason Pentecostal. Both were successful performers before they met. DeMarco's resume includes a solo pop album recorded in Italian, a part in a Carl's Jr. commercial and a role in a traveling production of "West Side Story." Jason toured with the Sound, a Contemporary Christian act, until he came out to his band mates, who kicked him out of the group. He then went solo and found even greater success.

In 2001, Jason moved to Los Angeles and met deMarco. After a year of dating, they decided to perform together, starting with the 2002 holiday album "The Spirit of Christmas."

With this release, they set the tone for their collaboration: gorgeous vocals and spiritual (usually overtly Christian) lyrics. The supersexy deMarco's standard, "Ave Maria," is lovely. (It's hard not to think dirty thoughts while watching the video of him singing this in his red sweater.) But sometimes they stray into mind-boggling, syrupy sincerity that makes Bambi look cynical. Take boyishly cute Jason's cover of "Christmas Shoes," an over-the-top ballad about a penniless little boy trying to buy his dying mother a pair of shoes before she meets Jesus.

"Spirit Pop," Jason and deMarco's 2004 album, is more sophisticated. Some of these songs could play just as easily on mainstream stations as Christian radio. (Jason boasts of the frequent comparison made between him and Celine Dion.)

"All I Long For" is a melodic, slow-playing piece that speaks to loneliness, wanting to be understood and longing for love. "Angel's Hidden Wings" is perfect for afternoon easy listening. Their lyrics are simple and unrepentantly positive. But these guys are so clearly sincere that it's usually forgivable, and even enjoyable.

Jason and deMarco aren't naive about the challenges they face. Many secularists won't tolerate their open devotion to Jesus. And many Christian churches remain profoundly homophobic. "Going into the Christian industry is somewhat like walking into the lion's den," they write in their Spring 2004 newsletter.

You have to hand it to them -- or pray for them, if you like. If the usual trappings of rock music -- tattoos, drinking, loud guitar, apathy and angry lyrics -- are still rebellious to some, then a gay couple taking a message of love into one of the most unwelcoming, homophobic institutions in modern America -- the traditionalist church -- is downright revolutionary.

17b. Please provide any additional information about your company's philanthropic activities.
Please use an extra sheet if necessary.

18. Please include any other information that would illustrate how your company views gay, lesbian, bisexual and transgender employees, consumers or investors. (This could include information on innovative business practices that affect the gay community, further description of employee benefits, innovative products or services adapted for the gay community, etc.)

Thank you for taking the time to complete the HRC Corporate Equality Index survey.

Type of organization sponsored

- ☐ Political Organization
 - ☐ Education Organization
 - ☐ Health Organization
 - ☐ Community Organization
-

Name of organization _____

Type of support

- ☐ Cash grant
- ☐ In-kind
- ☐ Other

Average annual amount or percent of total giving (do not include "\$" or "%" symbols in answer)

How many years have you supported this organization?

_____ # Years

- ☐ Do not know/ info not available

Type of organization sponsored

- ☐ Political Organization
 - ☐ Education Organization
 - ☐ Health Organization
 - ☐ Community Organization
-

Name of organization _____

Type of support

- ☐ Cash grant
- ☐ In-kind
- ☐ Other

Average annual amount or percent of total giving (do not include "\$" or "%" symbols in answer)

How many years have you supported this organization?

_____ # Years

- ☐ Do not know/ info not available

Type of organization sponsored

- ☐ Political Organization
- ☐ Education Organization
- ☐ Health Organization
- ☐ Community Organization

Name of event sponsored _____

Number of events sponsored _____

Events

☐ Do not know/ info not available

Scope of event (select all that apply)

☐ National

☐ Across entire operating area

☐ Local

☐ State

☐ Other

How many years have you sponsored this event?

Years

☐ Do not know/ info not available

Type of organization sponsored

☐ Political Organization

☐ Education Organization

☐ Health Organization

☐ Community Organization

16b. Please provide any additional information about your company's event sponsorships.

Please use an extra sheet if necessary.

2006

17. During the past year, has your company provided financial support — either directly or through your corporate foundation, in-kind donations or otherwise — to GLBT health, educational, political or community-related organizations?

☐ Yes

☐ No

☐ Do not know / info not available

17a. If YES, please describe a maximum of three such activities.

Name of organization _____

Type of support

☐ Cash grant

☐ In-kind

☐ Other

Average annual amount or percent of total giving (do not include "\$" or "%" symbols in answer)

How many years have you supported this organization?

Years

☐ Do not know/ info not available

16. During the past year, has your company sponsored a GLBT health, educational, political or community event?

2006

- ☐ Yes
☐ No
☐ Do not know / info not available

16a. If YES, please describe a maximum of three events that your company has sponsored.

Name of event sponsored _____

Number of events sponsored

_____ # Events

- ☐ Do not know/ info not available

Scope of event (select all that apply)

- ☐ National
☐ Across entire operating area
☐ Local
☐ State
☐ Other

How many years have you sponsored this event?

_____ # Years

- ☐ Do not know/ info not available

Type of organization sponsored

- ☐ Political Organization
☐ Education Organization
☐ Health Organization
☐ Community Organization

Name of event sponsored _____

Number of events sponsored

_____ # Events

- ☐ Do not know/ info not available

Scope of event (select all that apply)

- ☐ National
☐ Across entire operating area
☐ Local
☐ State
☐ Other

How many years have you sponsored this event?

_____ # Years

- ☐ Do not know/ info not available

Type of organization sponsored

- ☐ Political Organization
☐ Education Organization
☐ Health Organization
☐ Community Organization

Name of Campaign _____

Number of outlets utilized (include total number of TV, online, print and other outlets)

_____ # Outlets

☐ Do not know/ info not available

Scope of media (select all that apply)

☐ National

☐ Across entire operating area

☐ GLBT-only

☐ Local

☐ State

☐ Other

Duration of campaign in years

_____ # Years

☐ Do not know/ info not available

Creative content

☐ Gay-themed

☐ General audience

Name of Campaign _____

Number of outlets utilized (include total number of TV, online, print and other outlets)

_____ # Outlets

☐ Do not know/ info not available

Scope of media (select all that apply)

☐ National

☐ Across entire operating area

☐ GLBT-only

☐ Local

☐ State

☐ Other

Duration of campaign in years

_____ # Years

☐ Do not know/ info not available

Creative content

☐ Gay-themed

☐ General audience

15b. Please provide any additional information about your company's advertising campaigns.

Please use an extra sheet if necessary.

Marketing and Advertising / Philanthropy / Sponsorship

Marketing / advertising. How a company spends its marketing and advertising budget is an indicator of its sensitivity to GLBT concerns. In answering this question, please be mindful of indicators such as the relative significance of certain marketing or advertising campaigns over others in terms of type of media and scope of reach. For instance, an advertisement with GLBT content in a mainstream national publication may be relatively more significant than one in a regional GLBT weekly or Pride Month program.

Sponsorship. Event sponsorships provide employers a way to invest in their stated values while benefiting from community recognition. In providing information about your organization's sponsorship activity, please be mindful of important quantitative indicators such as longevity of a particular sponsorship relationship and national or regional scope of the event.

Philanthropy. Philanthropy is a key component of an employer's broader social responsibility and is a link between an employer and the communities it serves. Forms of giving may include cash grants or product donations, and the types of recipients may include GLBT health, education or political organizations or projects. HRC does not accept employee matching gift recipients alone as evidence of an employer's charitable giving to the GLBT community. In providing information about your employer's philanthropic activities, please be mindful of important quantitative indicators such as the scope and reach of a project or organization, and the overall percent of your company's total philanthropic activities that such giving represents.

15. During the past year, has your company engaged in marketing or advertising to the GLBT community?

2006

This can include company-sponsored events marketed to the GLBT community, but does not include closed (i.e.: employee-only) events.

- ☐ Yes
- ☐ No
- ☐ Do not know / info not available

15a. If YES, please describe a maximum of three such advertising or marketing campaigns.

Name of Campaign _____

Number of outlets utilized (include total number of TV, online, print and other outlets)
_____ # Outlets

- ☐ Do not know/ info not available

Scope of media (select all that apply)

- ☐ National
- ☐ Across entire operating area
- ☐ GLBT-only
- ☐ Local
- ☐ State
- ☐ Other

Duration of campaign in years

_____ # Years

- ☐ Do not know/ info not available

Creative content

- ☐ Gay-themed
- ☐ General audience

Gender

- ☐ Yes, all employees required to attend
- ☐ Yes, all managers/supervisors required to attend
- ☐ Yes, some employees required to attend
- ☐ Yes, no employees required to attend
- ☐ No, not offered

Other (describe below)

- ☐ Yes, all employees required to attend
- ☐ Yes, all managers/supervisors required to attend
- ☐ Yes, some employees required to attend
- ☐ Yes, no employees required to attend
- ☐ No, not offered

Please describe the other training employees receive:

14. Does your company have a supplier diversity program?

- ☐ Yes, we do
- ☐ No, we do not, but plan to in the next one year
- ☐ No, we do not
- ☐ Do not know / not applicable

14a. If YES to Q14, does your company seek to include GLBT-owned companies in your supplier diversity program?

- ☐ Yes, we do
- ☐ No, we do not, but plan to in the next one year
- ☐ No, we do not
- ☐ Do not know / not applicable

14b. If YES to Q14, what percentage of your current supply chain is GLBT-owned?

_____ %

- ☐ Do not know

Additional Notes to HRC:

11a. If NO to Q11, does your company have another, non-GLBT specific, company-wide diversity council or working group?

- ☐ Yes, we do
- ☐ No, we do not, but plan to in the next one year
- ☐ No, we do not
- ☐ Do not know / not applicable

12. Can employees voluntarily disclose their sexual orientation and/or gender identity through human resource surveys or other data collection systems? Please select "Do not know/ not applicable" if you do not survey or otherwise collect employee information in aggregate form.

- ☐ Yes, we do
- ☐ No, we do not, but plan to in the next one year
- ☐ No, we do not
- ☐ Do not know / not applicable

13. If your company provides diversity awareness or employee training, what topics are covered and who is required to attend? (The topics covered may be included as part of a general overview of diversity, or in topic-specific sessions.) » Credit on this question is provided for any training that is offered, irrespective of attendance requirements.

2006

Sexual Orientation

- ☐ Yes, all employees required to attend
- ☐ Yes, all managers/supervisors required to attend
- ☐ Yes, some employees required to attend
- ☐ Yes, no employees required to attend
- ☐ No, not offered

Gender identity and expression

- ☐ Yes, all employees required to attend
- ☐ Yes, all managers/supervisors required to attend
- ☐ Yes, some employees required to attend
- ☐ Yes, no employees required to attend
- ☐ No, not offered

Disability

- ☐ Yes, all employees required to attend
- ☐ Yes, all managers/supervisors required to attend
- ☐ Yes, some employees required to attend
- ☐ Yes, no employees required to attend
- ☐ No, not offered

Race/ ethnicity

- ☐ Yes, all employees required to attend
- ☐ Yes, all managers/supervisors required to attend
- ☐ Yes, some employees required to attend
- ☐ Yes, no employees required to attend
- ☐ No, not offered

9. How many reporting levels exist between your company's CEO and the individual whose primary job function is work force diversity that includes gay, lesbian, bisexual or transgender diversity? (0=direct report) If there is no individual whose primary job function is work force diversity, please leave the answer blank.

_____ # Levels

☐ Do not know

10. Does your company have an officially recognized GLBT employee affinity group?

2006

- ☐ Yes, we do
☐ No, we do not, but plan to in the next one year
☐ No, we do not
☐ Do not know / not applicable

- 10a. If NO to Q10, would your company allow GLBT employees to use its facilities, electronic and other resources to form a group if one expressed interest?

2006

- ☐ Yes, we do
☐ No, we do not, but plan to in the next one year
☐ No, we do not
☐ Do not know / not applicable

- 10b. If YES to Q10, please provide contact information for the group:

» Information provided on this question will be available on our website — www.hrc.org

- ☐ Name of Group:
☐ Contact Name(s) and Phone(s):
☐ E-mail and Website:
☐ Mailing Address:

- 10c. If YES to Q10, does the group have a senior executive champion or sponsor (e.g.: Vice President or higher)?

- ☐ Yes, we do
☐ No, we do not, but plan to in the next one year
☐ No, we do not
☐ Do not know / not applicable

- 10d. If YES to Q10, are there established chapters of the group in your global operations?

- ☐ Yes, we have this policy in all global operations
☐ Yes, we have this policy in one or more offices outside the U.S.
☐ No, we do not have this policy in any global operations
☐ Not applicable, we have no employees based outside the U.S.
☐ Do not know

11. Does your company have a company-wide diversity council or working group with a mission that specifically includes GLBT diversity?

2006

- ☐ Yes, we do
☐ No, we do not, but plan to in the next one year
☐ No, we do not
☐ Do not know / not applicable

- 2006 8. For health care benefits available to your general work force, is there at least one company-sponsored plan that does not specifically exclude benefit coverage for transgender, transsexual or gender dysphoria-related treatments? Please describe any limitations on benefits available to transgender employees in the space provided below.

Counseling by a mental health professional

- ☐ Benefit offered, transgender employees excluded
☐ Benefit offered, no transgender exclusions

Pharmacy benefits covering hormone therapy

- ☐ Benefit offered, transgender employees excluded
☐ Benefit offered, no transgender exclusions

Medical visits to monitor the effects of hormone therapy and associated lab procedures

- ☐ Benefit offered, transgender employees excluded
☐ Benefit offered, no transgender exclusions

Medically necessary surgical procedures (i.e.: hysterectomy)

- ☐ Benefit offered, transgender employees excluded
☐ Benefit offered, no transgender exclusions

Short-term leave for surgical procedures

- ☐ Benefit offered, transgender employees excluded
☐ Benefit offered, no transgender exclusions

Please describe any other benefits or limitations to benefits available to transgender employees:

Diversity Management and Training

Management and oversight. Recognizing that “what gets measured gets managed,” the level of authority in an organization of the person charged with primary responsibility for setting standards and implementing diversity measures inclusive of GLBT diversity is an indicator of its importance to the organization.

GLBT employee resource group (ERG). ERGs can serve as a conduit of information from employees to management. They can help communicate corporate policies and actions to employees and to the public. They can also serve as crucial advisers to marketing and recruitment efforts.

Training. An employer’s commitment to diversity becomes an integral part of the corporate culture when it is widely owned by everyone in the organization. Diversity awareness or employee training programs are an important vehicle through which an employer communicates corporate values while engaging employees in implementing them at all levels of the organization.

Supplier standards. Proper stewardship over a company’s stated values requires supply chain management that includes an assessment of whether a vendor’s policies and practices are consistent with your organization’s policies and practices.

5. What documentation, if any, does your company accept for the purpose of providing benefits to an employee's same-sex partner? (select all that apply)
 - ☐ We do not require documentation for the purpose of partner benefits
 - ☐ We accept a notarized domestic partnership affidavit
 - ☐ We accept a local or state domestic partnership registration
 - ☐ We accept a state-issued civil union or marriage certificate
 - ☐ We accept a marriage certificate issued in another country
6. Does your company automatically recognize an employee's same-sex domestic partner as a beneficiary in the event that the employee fails to designate one and where permitted by law?
 - ☐ Yes, we do
 - ☐ No, but plan to in the next one year
 - ☐ No, we do not
 - ☐ Do not know / not applicable

Additional Notes to HRC:

Transgender Employee Policies

Gender transition guidelines. Employees in the process of gender transition present unique situations that, if supportively and proactively addressed company-wide, can be handled with maximum comfort for everyone in the workplace.

Transgender wellness benefits. Some transgender people are denied health insurance coverage for certain treatments and procedures because of "transgender exclusion" clauses in health insurance plans and, furthermore, limitations on what procedures are deemed "medically necessary." HRC recommends that, wherever possible, employers make available company provided health care coverage for medically necessary treatments and procedures, as defined by the Harry Benjamin International Gender Dysphoria Association's Standards of Care for Gender Identity Disorders. These procedures can include mastectomy, hysterectomy, phalloplasty, vaginoplasty and other related procedures.

7. Does your company have written gender transition guidelines documenting supportive company policy on issues pertinent to a workplace gender transition such as name change policy, bathroom accommodations, dress codes and harassment? » Guidelines submitted to the HRC Foundation will be used for internal purposes only.
 - ☐ Yes, we do (*please attach a copy of the guidelines*)
 - ☐ No, we do not, but plan to in the next one year
 - ☐ No, we do not
 - ☐ Do not know

2006

Relocation/travel assistance

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Adoption assistance

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Qualified joint and survivor annuity for spouse/partner

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Qualified pre-retirement survivor annuity for spouse/partner

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Retiree health care benefits

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Employee discounts

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Employee assistance program

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Please describe any other benefits offered to an employee's same-sex partner:

* FMLA leave provided to employee on behalf of same-sex partner (equivalent treatment as compared to an employee's opposite-sex spouse) or partner's dependents.

* Bereavement leave taken in the event of a spouse or partner's death or, if applicable, the death of a spouse or partner's dependents/ children.

* Offered if spouse or partner adopts a child or if employee adopts spouse or partner's children.

† These benefits are federally mandated for opposite-sex spouses, but may be extended to same-sex partners.

3c. If NO to Q3, does your company offer cash compensation to employees to purchase their own health insurance for same-sex partners?

- ☐ Yes, we do
- ☐ No, we do not, but plan to in the next one year
- ☐ No, we do not
- ☐ Do not know / not applicable

4. What benefits do you offer, company-wide, to opposite-sex spouses that you also offer to same-sex partners of U.S. employees? » Credit on this question is dependent solely on whether health benefits are offered to same-sex partners.

2006

Dental

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Vision

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Spouse/partner's dependent medical coverage

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

FMLA/FMLA-like benefits*

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered†

COBRA/COBRA-like benefits continuation

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered†

Bereavement leave*

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Employer-provided supplemental life insurance for the spouse/partner

- ☐ Opposite-sex spouses only
- ☐ Opposite-sex spouses, Same & Opposite-sex partners
- ☐ Opposite-sex spouses, Same-sex partners
- ☐ Not offered

Domestic Partner Benefits

Domestic partner benefits are a low-cost, high-value perk that show a commitment to lesbian, gay and bisexual employees. Other work/life benefits are equally important to GLBT families as they are to other families. Extending equivalent benefits such as family leave, relocation assistance and bereavement leave to employees in same-sex committed relationships as is offered to employees in opposite-sex married relationships demonstrates that an employer values all of its employees equally.

2006 3. Does your company offer health insurance coverage to your U.S. employees' unmarried same-sex domestic partners? If no, please skip to question 3e. » Credit on this question is dependent solely on whether health benefits are offered to same-sex partners.

- ☐ Yes, we have this policy company-wide
- ☐ Yes, but only in one or more subsidiaries or labor agreements (*please elaborate in the notes section below*)
- ☐ No, we do not have this policy, but plan to enact in the next one year
- ☐ No, we do not have this policy
- ☐ Do not know

3a. If YES to Q3, how does your company define domestic partnerships?

- ☐ Definition of domestic partner includes same-sex partners only
- ☐ Definition of domestic partner includes both same- and opposite-sex partners

3b. If YES to Q3, in what year did same-sex partner health insurance benefits become available at your company?

- _____ Year
- ☐ Do not know

3c. If YES to Q3, does your company "gross up" wages for employees who enroll for same-sex partner health benefits to cover the added tax burden from the imputed value of the benefit that appears as income for the employee?

- ☐ Yes, we do
- ☐ No, we do not, but plan to in the next one year
- ☐ No, we do not
- ☐ Do not know / not applicable

3d. If YES to Q3, are partner benefits offered to employees in your global operations where not prohibited by law?

- ☐ Yes, we have this policy in all global operations
- ☐ Yes, we have this policy in one or more offices outside the U.S.
- ☐ No, we do not have this policy in any global operations
- ☐ No, we do not have this policy, but plan to enact in the next one year
- ☐ Do not know
- ☐ Not applicable, we have no employees based outside the U.S.

Including “gender identity or expression” in an EEO policy is designed to protect any employee whose dress, physiology and/or mannerism is outside stereotypical gender norms. This includes transitioning employees who are in the process of modifying their physical characteristics and manner of expression to satisfy the standards of another gender.

Note: While the complete phrase “gender identity or expression” is preferred for its inclusiveness, the shortened “gender identity” will be accepted for scoring purposes.

2006 1. Does your company bar employment discrimination based on sexual orientation by including the words “sexual orientation” in its primary non-discrimination or EEO policy? (Please attach a copy of the policy.)

- ☐ Yes, we have this policy company-wide (*please attach a copy of the policy*)
- ☐ Yes, but only in one or more subsidiaries or labor agreements
please elaborate in the notes section below
- ☐ No, we do not have this policy, but plan to enact in the next one year
- ☐ No, we do not have this policy
- ☐ Do not know

1a. If YES to Q1, does the policy apply to all global operations, including non-U.S. citizens based abroad?

- ☐ Yes, we have this policy in all global operations
- ☐ Yes, we have this policy in one or more offices outside the U.S.
- ☐ No, we do not have this policy in any global operations
- ☐ Not applicable, we have no employees based outside the U.S.
- ☐ Do not know

2006 2. Does your company bar employment discrimination based on gender identity or gender expression by including the words “gender identity” or “gender identity or expression” in its primary non-discrimination or EEO policy? (Please attach a copy of the policy.)

- ☐ Yes, we have this policy company-wide (*please attach a copy of the policy*)
- ☐ Yes, but only in one or more subsidiaries or labor agreements (*please elaborate in the notes section below*)
- ☐ No, we do not have this policy, but plan to enact in the next one year
- ☐ No, we do not have this policy
- ☐ Do not know

2a. If YES to Q2, does the policy apply to all global operations including non-U.S. citizens based abroad?

- ☐ Yes, we have this policy in all global operations
- ☐ Yes, we have this policy in one or more offices outside the U.S.
- ☐ No, we do not have this policy in any global operations
- ☐ Do not know
- ☐ Not applicable, we have no employees based outside the U.S.

Additional Notes to HRC:

Below are the questions from the 2006 Corporate Equality Index (CEI)

Survey. Please use this document to prepare your answers prior to entering your information online at www.hrc.org/ceisurvey.

What questions count towards my score? Questions marked with **2006** will be used in part or in their entirety for scoring purposes in 2006 and beyond. All other questions are for informational purposes only and will not be used to calculate a score this year. However, some of these questions may be used

in future years' criteria. The HRC Foundation will provide at least one year's notice before adjusting the criteria of the CEI.

Questions? Contact Samir Luther at samir.luther@hrc.org or 202-572-8969.

The Human Rights Campaign Foundation staff and the HRC Business Council, whose members provide expert advice and counsel on GLBT workplace issues, are ready to provide assistance.

For more information on the CEI, please see our website — www.hrc.org/cei.

**PLEASE SUBMIT SURVEY INFORMATION ONLINE:
www.hrc.org/ceisurvey**

RESPONSE DEADLINE: JUNE 1, 2006

Basic Company and Contact Information

HRC will not publish or distribute contact information externally.

Company Name: _____

Full Time U.S. Employees: _____

Major Brands: _____

Major Subsidiaries: _____

Non-Discrimination/EEO Policies

HRC seeks a clear declaration of non-discrimination toward GLBT employees in an employer's primary non-discrimination or equal employment opportunity (EEO) statement. These policies are necessary in the stead of federal law prohibiting employment discrimination. HRC does not accept anti-harassment or other documents alone as evidence of an inclusive, primary policy.

Including "*sexual orientation*" in an EEO policy is designed to protect any employee regardless of sexual orientation, be it gay, lesbian, bisexual or heterosexual.

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Reliant Energy Inc.	Houston	TX	220			50	15	5	0	5	5	0	0	5	15	0	0
Mirant Corporation	Atlanta	GA	479			45	15	5	0	0	0	15	5	5	0	0	0
PNM Resources Inc.	Albuquerque	NM	785			43	15	5	15	0	0	0	0	0	7.5	0	0
Aquila	Kansas City	MO	760			35	15	0	15	0	5	0	0	0	0	0	0
Edison International	Rosemead	CA	194			35	15	5	0	0	0	15	0	0	0	0	0
Entergy Corp.	New Orleans	LA	218			13	15	5	0	0	0	0	0	0	7.5	0	-15
Industry Average						67											

KEY:

■ Company was rated for first time in 2006.

■ Company has been rated in previous years.

1a Company includes "sexual orientation" in its equal employment opportunity policy.

1b Company provides diversity training on sexual orientation.

2a Company includes "gender identity" in its equal employment opportunity policy.

2b Company provides diversity training on gender identity OR company has supportive gender transition guidelines.

2c Company offers at least one transgender wellness benefit.

3a Company provides domestic partner health insurance.

3b Company provides domestic partner dental, vision, dependent and COBRA coverage on par with spousal benefits.

3c Company provides at least three other domestic partner benefits on par with spousal benefits.

4 Company supports a GLBT employee resource group OR company has a GLBT-inclusive diversity council OR (half-credit) company would support a GLBT employee resource group if employees expressed interest.

5 Company has directed appropriate marketing or philanthropy toward the GLBT community.

6 (Negative credit) Company has demonstrated actions that would undermine the goal of GLBT equality.

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Verizon Communications Inc.	Basking Ridge	NJ	18			85	15	5	0	5	5	15	5	5	15	15	0
Working Assets Funding Service Inc.	San Francisco	CA				83	15	0	15	0	5	15	5	5	7.5	15	0
Qwest Communications International Inc.	Denver	CO	160			70	15	5	0	5	0	15	0	0	15	15	0
EarthLink Inc.	Atlanta	GA				63	15	0	0	0	5	15	0	5	7.5	15	0
Verio Inc.	Englewood	CO				50	15	5	0	0	0	15	0	0	15	0	0
ALLTEL Corp	Little Rock	AR	251			30	15	5	0	0	5	0	0	5	0	0	0
Industry Average						79											
Tobacco																	
Reynolds American Inc.	Winston-Salem	NC	280			90	15	5	15	0	5	15	5	0	15	15	0
Industry Average						90											
Transportation, Travel																	
Travelport Inc.	Chicago	IL				95	15	5	15	5	5	15	0	5	15	15	0
Ryder System Inc.	Miami	FL	375			93	15	5	15	5	5	15	5	5	7.5	15	0
Worldspan Technologies Inc.	Atlanta	GA				90	15	5	15	5	0	15	5	0	15	15	0
Hotels.com, L.P.	Dallas	TX				85	15	5	0	5	5	15	5	5	15	15	0
Cendant Corp.	New York	NY	114			75	15	5	0	5	0	15	0	5	15	15	0
Royal Caribbean Cruises Ltd	Miami	FL				55	15	5	0	5	0	0	0	0	15	15	0
APL Limited	Oakland	CA				30	15	0	0	0	0	15	0	0	0	0	0
Industry Average						75											
Utilities																	
Consolidated Edison Co.	New York	NY	199			100	15	5	15	5	5	15	5	5	15	15	0
Keyspan Corp	Brooklyn	NY	295			100	15	5	15	5	5	15	5	5	15	15	0
PG&E Corp.	San Francisco	CA	200			100	15	5	15	5	5	15	5	5	15	15	0
Sempra Energy	San Diego	CA	197			100	15	5	15	5	5	15	5	5	15	15	0
Dominion Resources Inc.	Richmond	VA	123			95	15	5	15	5	5	15	0	5	15	15	0
Southern California Edison Company	Rosemead	CA				95	15	5	15	5	5	15	0	5	15	15	0
PacifiCorp	Portland	OR				85	15	5	0	5	5	15	5	5	15	15	0
DTE Energy Co.	Detroit	MI	259			80	15	5	0	5	5	15	0	5	15	15	0
Exelon Corp.	Chicago	IL	144			80	15	5	0	0	5	15	5	5	15	15	0
Northeast Utilities System	Berlin	CT	304			80	15	5	0	5	5	15	0	5	15	15	0
National Grid USA	Westborough	MA				75	15	5	0	0	0	15	5	5	15	15	0
Xcel Energy	Minneapolis	MN	247			75	15	5	0	0	0	15	5	5	15	15	0
Duke Energy Corp.	Charlotte	NC	117			65	15	5	0	5	5	0	0	5	15	15	0
Severn Trent Services Inc.	Fort Washington	PA				65	15	5	15	0	5	15	5	5	0	0	0
Calpine Corp.	San Jose	CA	275			63	15	0	0	0	0	15	5	5	7.5	15	0
Alliant Energy Corp.	Madison	WI	549			60	15	5	0	0	0	15	5	5	15	0	0
Baltimore Gas & Electric Co.	Baltimore	MD				55	15	0	0	0	0	15	5	5	0	15	0
PPL Corp.	Allentown	PA	350			55	15	5	0	0	5	0	0	0	15	15	0
Wisconsin Energy Corporation	Milwaukee	WI	510			55	15	5	0	0	5	0	0	0	15	15	0
Progress Energy Inc.	Raleigh	NC	222			53	15	5	0	0	0	15	5	5	7.5	0	0
Allegheny Energy	Greensburg	PA	572			50	0	5	0	5	0	15	5	5	0	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	Amlaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Retail and Consumer Products																	
Best Buy Co. Inc.	Richfield	MN	76			100	15	5	15	5	5	15	5	5	15	15	0
Clorox Company	Oakland	CA	460			100	15	5	15	5	5	15	5	5	15	15	0
Estee Lauder Companies	New York	NY	340			100	15	5	15	5	5	15	5	5	15	15	0
Mitchell Gold + Bob Williams	Taylorsville	NC				100	15	5	15	5	5	15	5	5	15	15	0
Replacements Ltd.	McLeansville	NC				100	15	5	15	5	5	15	5	5	15	15	0
S.C. Johnson & Son Inc.	Racine	WI				100	15	5	15	5	5	15	5	5	15	15	0
Sears Holdings Corporation	Hoffman Estates	IL	33			100	15	5	15	5	5	15	5	5	15	15	0
Walgreens Co.	Deerfield	IL	45			100	15	5	15	5	5	15	5	5	15	15	0
Whirlpool Corp.	Benton Harbor	MI	152			100	15	5	15	5	5	15	5	5	15	15	0
Borders Group Inc.	Ann Arbor	MI	490			95	15	5	15	5	0	15	5	5	15	15	0
Costco Wholesale Corp.	Issaquah	WA	28			93	15	5	15	5	5	15	5	5	7.5	15	0
Staples Inc.	Framingham	MA	137			93	15	5	15	5	5	15	5	5	7.5	15	0
Mattel Inc.	El Segundo	CA	416			88	15	5	15	0	5	15	5	5	7.5	15	0
Home Depot Inc.	Atlanta	GA	14			85	15	5	0	5	5	15	5	5	15	15	0
Kimberly-Clark Corporation	Irving	TX	140			85	15	5	0	5	5	15	5	5	15	15	0
Target Corp.	Minneapolis	MN	29			80	15	5	0	0	5	15	5	5	15	15	0
Colgate-Palmolive Co.	New York	NY	204			78	15	5	0	5	5	15	5	5	7.5	15	0
Hallmark Cards Inc.	Kansas City	MO		41		75	15	0	0	0	5	15	5	5	15	15	0
Rite Aid Corp.	Camp Hill	PA	129			70	15	5	0	5	5	15	5	5	15	0	0
Amazon.com Inc.	Seattle	WA	272			65	15	5	0	5	0	15	5	5	15	0	0
Hasbro Inc.	Pawtucket	RI	602			65	15	5	0	0	0	15	0	0	15	15	0
Procter & Gamble Co.	Cincinnati	OH	24			65	15	5	0	0	0	15	0	0	15	15	0
Wal-Mart Stores Inc.	Bentonville	AR	2			65	15	5	0	0	5	0	5	5	15	15	0
GameStop Corp.	Grapevine	TX	601			63	15	5	0	0	5	15	0	0	7.5	15	0
Barnes & Noble Inc.	New York	NY	422			60	15	5	0	0	0	15	5	5	0	15	0
Deluxe Corp.	Shoreview	MN	873			60	15	0	0	0	0	15	0	0	15	15	0
Office Depot Inc.	Delray Beach	FL	154			60	15	5	0	0	0	15	5	5	0	15	0
Harry & David Holdings Inc.	Medford	OR				58	15	0	0	0	0	15	5	0	7.5	15	0
Circuit City Stores Inc.	Richmond	VA	226			55	15	5	0	5	5	15	5	5	0	0	0
Toys 'R' Us Inc.	Wayne	NJ	208	13		45	15	0	15	0	0	0	0	0	15	0	0
RadioShack Corp.	Fort Worth	TX	423			40	15	0	0	0	0	15	5	5	0	0	0
Avon Products	New York	NY	281			30	15	0	0	0	0	15	0	0	0	0	0
AutoZone Inc.	Memphis	TN	378			25	15	5	0	5	0	0	0	0	0	0	0
Newell Rubbermaid Inc.	Atlanta	GA	332			15	15	0	0	0	0	0	0	0	0	0	0
Meijer	Grand Rapids	MI		10		0	0	0	0	0	0	0	0	0	0	0	0
Industry Average						70											
Telecommunications																	
AT&T Inc.	San Antonio	TX	39			100	15	5	15	5	5	15	5	5	15	15	0
BellSouth Corp.	Atlanta	GA	106			100	15	5	15	5	5	15	5	5	15	15	0
Sprint Nextel Corp	Reston	VA	59			100	15	5	15	5	5	15	5	5	15	15	0
Cox Communications Inc.	Atlanta	GA	316			95	15	5	15	5	0	15	5	5	15	15	0
Cingular Wireless	Atlanta	GA				85	15	5	0	5	5	15	5	5	15	15	0
Comcast Corp.	Philadelphia	PA	94			85	15	5	0	5	5	15	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Insurance																	
Allianz Life Insurance Co. of North America	Minneapolis	MN				100	15	5	15	5	5	15	5	5	15	15	0
California State Automobile Association	San Francisco	CA				100	15	5	15	5	5	15	5	5	15	15	0
Chubb Corp.	Warren	NJ	156			100	15	5	15	5	5	15	5	5	15	15	0
CNA Insurance	Chicago	IL				100	15	5	15	5	5	15	5	5	15	15	0
ING North America Insurance Corp.	Atlanta	GA				100	15	5	15	5	5	15	5	5	15	15	0
MetLife Inc.	New York	NY	35			100	15	5	15	5	5	15	5	5	15	15	0
Nationwide	Columbus	OH	98			100	15	5	15	5	5	15	5	5	15	15	0
Prudential Financial Inc.	Newark	NJ	64			100	15	5	15	5	5	15	5	5	15	15	0
Aon Corp.	Chicago	IL	237			95	15	5	15	0	5	15	5	5	15	15	0
Lincoln National Corp.	Philadelphia	PA	396			95	15	5	15	5	0	15	5	5	15	15	0
John Hancock Financial Services Inc.	Boston	MA				93	15	5	15	5	5	15	5	5	7.5	15	0
Massachusetts Mutual Life Insurance Company	Springfield	MA	92			93	15	5	15	5	5	15	5	5	7.5	15	0
Allstate Corp., The	Northbrook	IL	58			85	15	5	0	5	5	15	5	5	15	15	0
Principal Financial Group	Des Moines	IA	261			85	15	5	0	5	5	15	5	5	15	15	0
New York Life Insurance Co.	New York	NY	74			78	15	5	15	5	5	15	5	5	7.5	0	0
UnumProvident Corp.	Chattanooga	TN	229			78	15	5	0	5	5	15	5	5	7.5	15	0
American Family Insurance Group	Madison	WI	323			75	15	5	0	0	0	15	5	5	15	15	0
Hartford Financial Services Co.	Hartford	CT	78			75	15	5	0	0	0	15	5	5	15	15	0
Mutual of Omaha Insurance	Omaha	NE	491			75	15	5	0	0	0	15	5	5	15	15	0
SAFECO Corp.	Seattle	WA	339			75	15	0	0	0	5	15	5	5	15	15	0
CUNA Mutual Insurance Group	Madison	WI	644			65	15	0	0	0	0	15	0	5	15	15	0
St. Paul Travelers Companies Inc.	St. Paul	MN	85			65	15	5	0	0	0	15	0	0	15	15	0
State Farm Group	Bloomington	IL	22			60	15	5	0	0	5	0	0	5	15	15	0
AEGON Insurance Group	Cedar Rapids	IA				35	0	5	0	0	5	15	5	5	0	0	0
Progressive Corp., The	Mayfield Village	OH	153			35	15	5	0	0	0	15	0	0	0	0	0
American International Group Inc.	New York	NY	9			30	15	0	0	0	0	15	0	0	0	0	0
Marsh & McLennan Companies Inc.	New York	NY	186			30	15	0	0	0	0	15	0	0	0	0	0
<i>Industry Average</i>						79											
Law Firms																	
Alston & Bird LLP	Atlanta	GA			50	100	15	5	15	5	5	15	5	5	15	15	0
Arnold & Porter	Washington	DC		39		100	15	5	15	5	5	15	5	5	15	15	0
Dorsey & Whitney	Minneapolis	MN		65		100	15	5	15	5	5	15	5	5	15	15	0
Faegre & Benson	Minneapolis	MN		99		100	15	5	15	5	5	15	5	5	15	15	0
Heller Ehrman LLP	San Francisco	CA		35		100	15	5	15	5	5	15	5	5	15	15	0
Jenner & Block LLP	Chicago	IL		74		100	15	5	15	5	5	15	5	5	15	15	0
McDermott Will & Emery LLP	Chicago	IL		13		100	15	5	15	5	5	15	5	5	15	15	0
Morrison & Foerster LLP	San Francisco	CA		24		100	15	5	15	5	5	15	5	5	15	15	0
Nixon Peabody LLP	Rochester	NY		62		100	15	5	15	5	5	15	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	Amlaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Sara Lee Corp.	Chicago	IL	111			70	15	5	0	0	0	15	5	0	15	15	0
Coca-Cola Enterprises	Atlanta	GA	120			65	15	5	0	5	0	15	5	5	15	0	0
Compass Group North America	Charlotte	NC				65	15	5	0	5	0	15	5	5	0	15	0
Hannaford Brothers	Portland	ME				65	15	5	0	0	0	15	0	0	15	15	0
Dole Food Co. Inc.	Westlake Village	CA	365			60	15	5	0	5	0	15	5	0	0	15	0
Land O'Lakes	Arden Hills	MN	301			53	15	0	0	0	5	15	5	5	7.5	0	0
Pathmark Stores Inc.	Carteret	NJ	497			53	15	5	15	5	0	0	0	5	7.5	0	0
Ben and Jerry's Homemade Inc.	South Burlington	VT				50	15	5	0	0	0	15	0	0	0	15	0
Hershey Company, The	Hershey	PA	442			50	15	0	0	0	5	0	0	0	15	15	0
Kellogg Co.	Battle Creek	MI	233			50	15	5	0	0	0	0	0	0	15	15	0
U.S. Foodservice Inc	Columbia	MD				50	15	5	0	0	5	15	5	5	0	0	0
Domino's Pizza Inc.	Ann Arbor	MI	966			45	0	5	0	0	5	0	0	5	15	15	0
C&S Wholesale Grocers Inc.	Keene	NH		8		40	15	0	0	0	5	15	5	0	0	0	0
H. E. Butt Grocery Co.	San Antonio	TX		11		40	15	5	0	0	5	0	0	0	0	15	0
Kroger Co., The	Cincinnati	OH	21			35	15	5	0	0	0	0	0	0	0	15	0
Hain Celestial Group Inc.	Melville	NY				30	15	0	0	0	0	15	0	0	0	0	0
Archer Daniels Midland Co.	Decatur	IL	56			15	15	0	0	0	0	0	0	0	0	0	0
CBRL Group Inc.	Lebanon	TN	676			15	15	0	0	0	0	0	0	0	0	0	0
H. J. Heinz Co.	Pittsburgh	PA	262			15	15	0	0	0	0	0	0	0	0	0	0
Nestle Purina PetCare Co.	St. Louis	MO				15	15	0	0	0	0	0	0	0	0	0	0
Industry Average						68											
Forest and Paper Products																	
International Paper Co.	Stamford	CT	82			85	15	5	0	5	5	15	5	5	15	15	0
MeadWestvaco Corp.	Stamford	CT	322			80	15	5	0	0	5	15	5	5	15	15	0
Weyerhaeuser Co.	Federal Way	WA	90			80	15	5	0	5	5	15	0	0	15	0	0
Industry Average						75											
Health Care																	
Aetna Inc.	Hartford	CT	91			100	15	5	15	5	5	15	5	5	15	15	0
Bausch & Lomb Inc.	Rochester	NY				100	15	5	15	5	5	15	5	5	15	15	0
CIGNA Corp.	Philadelphia	PA	130			100	15	5	15	5	5	15	5	5	15	15	0
Harvard Pilgrim Health Care Inc.	Wellesley	MA				100	15	5	15	5	5	15	5	5	15	15	0
Kaiser Permanente	Oakland	CA				100	15	5	15	5	5	15	5	5	15	15	0
Health Net Inc.	Woodland Hills	CA	191			93	15	5	15	5	5	15	5	5	7.5	15	0
Sierra Health Services Inc.	Las Vegas	NV				88	15	5	15	5	0	15	5	5	7.5	15	0
Guidant Corp.	Indianapolis	IN	535			80	15	5	0	0	5	15	5	5	15	15	0
Quest Diagnostics Incorporated	Lyndhurst	NJ	392			80	15	5	0	0	5	15	5	5	15	15	0
Vision Service Plan	Rancho Cordova	CA				80	15	5	0	0	5	15	5	5	15	15	0
WellPoint Inc.	Indianapolis	IN				80	15	5	0	0	5	15	5	5	15	15	0
Medtronic Inc.	Minneapolis	MN	235			75	15	5	0	0	0	15	5	5	15	15	0
Owens & Minor	Mechanicsville	VA	443			70	15	5	15	5	5	15	5	5	0	0	0
PacificCare Health Systems	Cypress	CA				68	15	0	15	0	5	15	5	5	7.5	0	0
University Hospitals of Cleveland	Cleveland	OH				65	15	5	0	5	0	15	5	5	0	15	0
Caremark RX	Nashville	TN	60			55	15	5	0	5	5	15	5	5	0	0	0
Humana Inc.	Louisville	KY	150			40	15	5	0	5	0	0	0	0	15	0	0
Industry Average						81											

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Engineering and Construction																	
CH2M HILL Companies, Ltd.	Englewood	CO	591	88		80	15	5	0	0	5	15	5	5	15	15	0
Perkins & Will	Chicago	IL				70	15	0	0	0	0	15	5	5	15	15	0
DPR Construction	Redwood City	CA				50	15	0	0	0	0	15	5	0	0	15	0
KB Home	Los Angeles	CA	254			15	15	0	0	0	0	0	0	0	0	0	0
Industry Average						54											
Entertainment and Electronic Media																	
Clear Channel Communications Inc.	San Antonio	TX	252			100	15	5	15	5	5	15	5	5	15	15	0
Google Inc.	Mountain View	CA	353			100	15	5	15	5	5	15	5	5	15	15	0
Viacom Inc.	New York	NY	241			100	15	5	15	5	5	15	5	5	15	15	0
Walt Disney Co.	Burbank	CA	63			95	15	5	15	0	5	15	5	5	15	15	0
Yahoo! Inc.	Sunnyvale	CA	412			90	15	5	15	0	5	15	0	5	15	15	0
XM Satellite Radio Holdings Inc.	Washington	DC				88	15	5	15	0	5	15	5	5	7.5	15	0
Time Warner Inc.	New York	NY	40			85	15	5	0	5	5	15	5	5	15	15	0
Reuters America Holdings Inc.	New York	NY				80	15	5	0	0	5	15	5	5	15	15	0
Corbis Corporation	Seattle	WA				65	15	5	0	0	5	15	5	5	0	15	0
Blockbuster Inc.	Dallas	TX	366			60	15	5	0	0	0	15	5	5	0	15	0
Vivendi	New York	NY				50	15	5	0	0	0	15	0	0	0	15	0
Industry Average						83											
Food, Beverages and Groceries																	
Anheuser-Busch Companies Inc.	St. Louis	MO	146			100	15	5	15	5	5	15	5	5	15	15	0
Cargill Inc.	Wayzata	MN		1		100	15	5	15	5	5	15	5	5	15	15	0
Coca-Cola Company	Atlanta	GA	89			100	15	5	15	5	5	15	5	5	15	15	0
Coors Brewing Company	Golden	CO	373			100	15	5	15	5	5	15	5	5	15	15	0
General Mills Inc.	Minneapolis	MN	206			100	15	5	15	5	5	15	5	5	15	15	0
Kraft Foods Inc.	Northfield	IL				100	15	5	15	5	5	15	5	5	15	15	0
PepsiCo Inc.	Purchase	NY	61			100	15	5	15	5	5	15	5	5	15	15	0
Sodexo Inc.	Gaithersburg	MD				95	15	5	15	5	0	15	5	5	15	15	0
Whole Foods Market Inc.	Austin	TX	449			95	15	5	15	5	5	15	0	5	15	15	0
Miller Brewing Co.	Milwaukee	WI				90	15	5	15	5	0	15	0	5	15	15	0
Albertson's Inc.	Boise	ID	47			85	15	5	0	5	5	15	5	5	15	15	0
Brinker International Inc.	Dallas	TX	504			85	15	5	0	5	5	15	5	5	15	15	0
McDonald's Corp.	Oak Brook	IL	109			85	15	5	0	5	5	15	5	5	15	15	0
Starbucks Corp.	Seattle	WA	338			85	15	5	0	5	5	15	5	5	15	15	0
Applebee's International Inc.	Overland Park	KS				80	15	5	0	0	5	15	5	5	15	15	0
Aramark Corp.	Philadelphia	PA	215			80	15	5	0	0	5	15	5	5	15	15	0
Campbell Soup Co.	Camden	NJ	302			80	15	5	0	0	5	15	5	5	15	15	0
Darden Restaurants	Orlando	FL	409			80	15	5	0	0	5	15	5	5	15	15	0
Supervalu Inc.	Eden Prairie	MN	113			85	15	5	0	5	5	15	5	5	15	15	0
Giant Food LLC	Quincy	MA				78	15	5	15	5	5	15	5	5	7.5	0	0
Food Lion, LLC	Salisbury	NC				75	15	5	0	0	0	15	5	5	15	15	0
Dean Foods Co.	Dallas	TX	216			73	15	5	0	0	5	15	5	5	7.5	15	0
Safeway Inc.	Pleasanton	CA	50			70	15	5	0	5	5	0	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
UBS AG	Stamford	CT				95	15	5	15	0	5	15	5	5	15	15	0
Barclays Capital	New York	NY				90	15	5	15	0	0	15	5	5	15	15	0
Washington Mutual Inc.	Seattle	WA	99			90	15	5	15	0	5	15	0	5	15	15	0
A.G. Edwards Inc.	St. Louis	MO	665			85	15	5	15	5	5	15	5	5	15	0	0
Bank of New York Co.	New York	NY	278			85	15	5	0	5	5	15	5	5	15	15	0
Freddie Mac	McLean	VA				85	15	5	0	5	5	15	5	5	15	15	0
U.S. Bancorp	Minneapolis	MN	131			85	15	5	0	5	5	15	5	5	15	15	0
Comerica Inc.	Detroit	MI	524			80	15	5	0	5	5	15	0	5	15	15	0
Countrywide Financial Corp.	Calabasas	CA	122			80	15	5	15	0	5	15	5	5	0	15	0
MasterCard Inc.	Purchase	NY	627			80	15	5	0	0	5	15	5	5	15	15	0
General Electric Co.	Fairfield	CT	7			75	15	5	0	5	5	15	0	0	15	15	0
Harris Bankcorp Inc.	Chicago	IL				75	15	5	0	0	5	15	0	5	15	15	0
KeyCorp	Cleveland	OH	325			75	15	5	0	0	5	15	0	5	15	15	0
SLM Corp.	Reston	VA	331			75	15	5	0	0	0	15	5	5	15	15	0
E*TRADE Financial Corporation	New York	NY	679			73	15	5	0	5	5	15	0	5	7.5	15	0
PNC Financial Services Group Inc.	Pittsburgh	PA	290			73	15	5	0	0	5	15	5	5	7.5	15	0
Chamberlin Edmonds & Associates Inc	Atlanta	GA				68	15	0	0	0	5	15	5	5	7.5	15	0
ABN AMRO Holding N.V.	Chicago	IL				65	15	5	0	0	0	15	0	0	15	15	0
Fifth Third Bancorp	Cincinnati	OH	308			65	15	5	0	5	5	0	0	5	15	15	0
Franklin Templeton Investments	San Mateo	CA				60	15	5	0	0	5	15	0	5	0	15	0
National City Corporation	Cleveland	OH	213			58	15	5	0	5	5	0	0	5	7.5	15	0
Zurich North America	Schaumburg	IL				50	15	5	0	0	5	15	5	5	0	0	0
Golden West Financial Corp.	Oakland	CA	326			40	15	5	0	5	0	15	0	0	0	0	0
BB&T Corp.	Winston-Salem	NC	292			25	15	5	0	0	5	0	0	0	0	0	0
Industry Average						85											
Chemicals and Biotechnology																	
Dow Chemical Co.	Midland	MI	36			100	15	5	15	5	5	15	5	5	15	15	0
DuPont (E. I. du Pont de Nemours)	Wilmington	DE	73			100	15	5	15	5	5	15	5	5	15	15	0
Genentech Inc.	South San Francisco	CA				80	15	5	0	0	5	15	5	5	15	15	0
Air Products & Chemicals Inc.	Allentown	PA	282			75	15	5	15	0	5	0	0	5	15	15	0
PPG Industries	Pittsburgh	PA	232			60	15	5	0	5	5	0	0	0	15	15	0
Rohm and Haas Company	Philadelphia	PA	286			53	15	5	0	5	5	0	0	0	7.5	15	0
Praxair Inc.	Danbury	CT	297			25	15	5	0	0	5	0	0	0	0	0	0
Industry Average						70											
Computer and Data Services																	
ChoicePoint Inc.	Alpharetta	GA				100	15	5	15	5	5	15	5	5	15	15	0
International Business Machines Corp.	Armonk	NY	10			100	15	5	15	5	5	15	5	5	15	15	0
Unisys Corp.	Blue Bell	PA	372			90	15	5	15	5	0	15	5	0	15	15	0
SRA International Inc.	Fairfax	VA				75	15	5	0	0	0	15	5	5	15	15	0
Electronic Data Systems Corp.	Plano	TX	108			70	15	5	0	0	0	15	0	5	15	15	0
Keane Inc.	Boston	MA				50	15	5	0	0	0	15	0	0	15	0	0
The Dun & Bradstreet Corporation	Short Hills	NJ				35	15	0	0	0	0	15	5	0	0	0	0
Automatic Data Processing Inc.	Roseland	NJ	271			30	15	0	0	0	0	15	0	0	0	0	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Lillian Vernon Corp.	White Plains	NY				55	15	5	0	0	0	15	0	5	0	15	0
Abercrombie & Fitch Co.	New Albany	OH	639			50	15	5	0	0	0	15	0	0	0	15	0
J. C. Penney Company Inc.	Plano	TX	118			50	15	5	0	0	0	15	0	0	15	0	0
Donna Karan	New York	NY				45	15	0	0	0	0	15	0	0	0	15	0
Men's Wearhouse Inc., The	Houston	TX	887			35	15	5	0	0	0	15	0	0	0	0	0
Industry Average						74											
Automotive																	
DaimlerChrysler Corp.	Auburn Hills	MI				100	15	5	15	5	5	15	5	5	15	15	0
Ford Motor Co.	Dearborn	MI	5			100	15	5	15	5	5	15	5	5	15	15	0
General Motors Corp.	Detroit	MI	3			100	15	5	15	5	5	15	5	5	15	15	0
Volkswagen of America Inc.	Auburn Hills	MI				100	15	5	15	5	5	15	5	5	15	15	0
Visteon Corp.	Van Buren Township	MI	128			95	15	5	15	0	5	15	5	5	15	15	0
Toyota Motor Sales USA Inc.	Torrance	CA				90	15	5	15	0	5	15	0	5	15	15	0
Subaru of America Inc.	Cherry Hill	NJ				70	15	5	0	5	5	15	5	5	0	15	0
Delphi Corp.	Troy	MI	77			60	15	0	0	0	0	15	0	0	15	15	0
Bridgestone Americas Holding Inc.	Nashville	TN				45	15	0	0	0	0	0	0	0	15	15	0
Dana Corp.	Toledo	OH	234			35	15	5	0	0	0	0	0	0	0	15	0
Navistar International Corp.	Warrenville	IL	201			30	15	0	0	0	0	0	0	0	15	0	0
Lear Corp.	Southfield	MI	127			20	15	5	0	0	0	0	0	0	0	0	0
Genuine Parts Co.	Atlanta	GA	245			15	15	0	0	0	0	0	0	0	0	0	0
Nissan North America	Gardena	CA				15	15	0	0	0	0	0	0	0	0	0	0
Industry Average						63											
Banking and Financial Services																	
American Express Co.	New York	NY	69			100	15	5	15	5	5	15	5	5	15	15	0
Bank of America Corp.	Charlotte	NC	12			100	15	5	15	5	5	15	5	5	15	15	0
Capital One Financial Corp.	McLean	VA	187			100	15	5	15	5	5	15	5	5	15	15	0
Charles Schwab Corp., The	San Francisco	CA	418			100	15	5	15	5	5	15	5	5	15	15	0
Citigroup Inc.	New York	NY	8			100	15	5	15	5	5	15	5	5	15	15	0
Credit Suisse Securities (USA) LLC	New York	NY				100	15	5	15	5	5	15	5	5	15	15	0
Deutsche Bank	New York	NY				100	15	5	15	5	5	15	5	5	15	15	0
Fannie Mae	Washington	DC				100	15	5	15	5	5	15	5	5	15	15	0
Goldman Sachs Group Inc., The	New York	NY	41			100	15	5	15	5	5	15	5	5	15	15	0
J.P. Morgan Chase & Co.	New York	NY	17			100	15	5	15	5	5	15	5	5	15	15	0
Lehman Brothers Holdings	New York	NY	62			100	15	5	15	5	5	15	5	5	15	15	0
Mellon Financial Corp.	Pittsburgh	PA	377			100	15	5	15	5	5	15	5	5	15	15	0
Merrill Lynch & Co.	New York	NY	34			100	15	5	15	5	5	15	5	5	15	15	0
Morgan Stanley	New York	NY	30			100	15	5	15	5	5	15	5	5	15	15	0
State Street Corp.	Boston	MA	307			100	15	5	15	5	5	15	5	5	15	15	0
SunTrust Banks Inc.	Atlanta	GA	217			100	15	5	15	5	5	15	5	5	15	15	0
Visa International	Foster City	CA				100	15	5	15	5	5	15	5	5	15	15	0
Wachovia Corp.	Charlotte	NC	57			100	15	5	15	5	5	15	5	5	15	15	0
Wells Fargo & Co.	San Francisco	CA	46			100	15	5	15	5	5	15	5	5	15	15	0
HSBC USA Inc.	Prospect Heights	IL				95	15	5	15	5	0	15	5	5	15	15	0
Northern Trust Corp.	Chicago	IL	533			95	15	5	15	0	5	15	5	5	15	15	0

APPENDIX B

2006 Corporate Equality Index Scores,
Sorted Alphabetically by Industry

See key p. 44

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Advertising, Marketing																	
Starcom MediaVest Group	Chicago	IL				100	15	5	15	5	5	15	5	5	15	15	0
WPP Group USA	New York	NY				78	15	5	0	5	5	15	5	5	7.5	15	0
Interpublic Group of Companies Inc.	New York	NY	348			75	15	5	0	0	5	15	0	5	15	15	0
ACNielsen	Schaumburg	IL				50	0	5	0	0	5	15	5	5	15	0	0
Vertis Inc.	Baltimore	MD	926	189		35	15	0	0	0	0	15	5	0	0	0	0
Omnicom Group	New York	NY	225			30	15	0	0	0	0	15	0	0	0	0	0
Industry Average						61											
Aerospace and Defense																	
Boeing Co.	Chicago	IL	26			100	15	5	15	5	5	15	5	5	15	15	0
Honeywell International Inc.	Morristown	NJ	71			100	15	5	15	5	5	15	5	5	15	15	0
Northrop Grumman Corp.	Los Angeles	CA	67			100	15	5	15	5	5	15	5	5	15	15	0
Raytheon Co.	Waltham	MA	97			100	15	5	15	5	5	15	5	5	15	15	0
Lockheed Martin Corp.	Bethesda	MD	52			80	15	5	0	5	0	15	5	5	15	15	0
Rockwell Collins Inc.	Cedar Rapids	IA	550			78	15	5	0	5	5	15	5	5	7.5	15	0
Alliant Techsystems	Edina	MN	638			65	15	5	15	0	5	15	5	5	0	0	0
General Dynamics Corp.	Falls Church	VA	100			55	15	5	15	5	0	0	0	0	0	15	0
Industry Average						85											
Airlines																	
AMR Corp	Fort Worth	TX	105			100	15	5	15	5	5	15	5	5	15	15	0
US Airways Group, Inc.	Phoenix	AZ	424			100	15	5	15	5	5	15	5	5	15	15	0
Delta Air Lines Inc.	Atlanta	GA	135			85	15	5	0	5	5	15	5	5	15	15	0
Southwest Airlines Co.	Dallas	TX	300			83	15	5	15	5	0	15	0	5	7.5	15	0
Continental Airlines	Houston	TX	207			75	15	5	0	0	0	15	5	5	15	15	0
UAL Corp.	Elk Grove Township	IL	124			73	15	5	0	0	5	15	5	5	7.5	15	0
Northwest Airlines Corp.	Eagan	MN	182			65	15	5	0	0	0	15	0	0	15	15	0
Industry Average						83											
Apparel, Fashion, Textiles, Dept. Stores																	
Gap Inc.	San Francisco	CA	139			100	15	5	15	5	5	15	5	5	15	15	0
Levi Strauss & Co.	San Francisco	CA	484	44		100	15	5	15	5	5	15	5	5	15	15	0
Liz Claiborne Inc.	North Bergen	NJ	440			100	15	5	15	5	5	15	5	5	15	15	0
Nike Inc.	Beaverton	OR	163			100	15	5	15	5	5	15	5	5	15	15	0
Nordstrom Inc.	Seattle	WA	293			100	15	5	15	5	5	15	5	5	15	15	0
Recreational Equipment Inc.	Kent	WA				85	15	5	0	5	5	15	5	5	15	15	0
Federated Department Stores	Cincinnati	OH	87			80	15	5	0	0	5	15	5	5	15	15	0
L.L. Bean Inc.	Freeport	ME				73	15	5	15	5	5	15	0	5	7.5	0	0
Limited Brands Inc.	Columbus	OH	246			70	15	5	0	5	0	15	0	0	15	15	0
Reebok International	Canton	MA				68	15	0	0	0	5	15	5	5	7.5	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	Amlaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Union Pacific Corporation	Omaha	NE	164			58	15	5	0	0	0	15	0	0	7.5	15	0
Unisys Corp.	Blue Bell	PA	372			90	15	5	15	5	0	15	5	0	15	15	0
United Parcel Service Inc.	Atlanta	GA	44			80	15	5	0	0	5	15	5	5	15	15	0
United Technologies Corp.	Hartford	CT	43			40	15	5	0	0	5	0	0	0	15	0	0
University Hospitals of Cleveland	Cleveland	OH				65	15	5	0	5	0	15	5	5	0	15	0
UnumProvident Corp.	Chattanooga	TN	229			79	15	5	0	5	5	15	5	5	7.5	15	0
US Airways Group Inc.	Phoenix	AZ	424			100	15	5	15	5	5	15	5	5	15	15	0
Verio Inc.	Englewood	CO				50	15	5	0	0	0	15	0	0	15	0	0
Verizon Communications Inc.	Basking Ridge	NJ	18			85	15	5	0	5	5	15	5	5	15	15	0
Vertis Inc.	Baltimore	MD	926	189		35	15	0	0	0	0	15	5	0	0	0	0
Viacom Inc.	New York	NY	241			100	15	5	15	5	5	15	5	5	15	15	0
Vinson & Elkins LLP	Houston	TX			37	73	15	5	0	0	5	15	5	5	7.5	15	0
Visa International	Foster City	CA				100	15	5	15	5	5	15	5	5	15	15	0
Vision Service Plan	Rancho Cordova	CA				80	15	5	0	0	5	15	5	5	15	15	0
Visteon Corp.	Van Buren Township	MI	128			95	15	5	15	0	5	15	5	5	15	15	0
Vivendi	New York	NY				50	15	5	0	0	0	15	0	0	0	15	0
Volkswagen of America Inc.	Auburn Hills	MI				100	15	5	15	5	5	15	5	5	15	15	0
Wachovia Corp.	Charlotte	NC	57			100	15	5	15	5	5	15	5	5	15	15	0
Walgreens Co.	Deerfield	IL	45			100	15	5	15	5	5	15	5	5	15	15	0
Wal-Mart Stores Inc.	Bentonville	AR	2			65	15	5	0	0	5	0	5	5	15	15	0
Walt Disney Co.	Burbank	CA	63			95	15	5	15	0	5	15	5	5	15	15	0
Washington Mutual Inc.	Seattle	WA	99			90	15	5	15	0	5	15	0	5	15	15	0
Waste Management Inc.	Houston	TX	170			85	15	5	0	5	5	15	5	5	15	15	0
WellPoint Inc.	Indianapolis	IN				80	15	5	0	0	5	15	5	5	15	15	0
Wells Fargo & Co.	San Francisco	CA	46			100	15	5	15	5	5	15	5	5	15	15	0
Weyerhaeuser Co.	Federal Way	WA	90			60	15	5	0	5	5	15	0	0	15	0	0
Whirlpool Corp.	Benton Harbor	MI	152			100	15	5	15	5	5	15	5	5	15	15	0
Whole Foods Market Inc.	Austin	TX	449			95	15	5	15	5	5	15	0	5	15	15	0
Williams Companies Inc.	Tulsa	OK	180			65	15	5	0	5	5	0	0	5	15	15	0
Willkie Farr & Gallagher	New York	NY			46	85	15	5	0	5	5	15	5	5	15	15	0
Wisconsin Energy Corporation	Milwaukee	WI	510			55	15	5	0	0	5	0	0	0	15	15	0
Working Assets Funding Service Inc.	San Francisco	CA				83	15	0	15	0	5	15	5	5	7.5	15	0
Worldspan Technologies Inc.	Atlanta	GA				90	15	5	15	5	0	15	5	0	15	15	0
WPP Group USA	New York	NY				78	15	5	0	5	5	15	5	5	7.5	15	0
Wyeth	Madison	NJ	119			65	15	5	0	0	5	15	5	5	15	0	0
Wyndham International Inc.	Dallas	TX				90	15	5	15	5	0	15	5	0	15	15	0
Xcel Energy	Minneapolis	MN	247			75	15	5	0	0	0	15	5	5	15	15	0
Xerox Corp.	Stamford	CT	142			100	15	5	15	5	5	15	5	5	15	15	0
XM Satellite Radio Holdings Inc.	Washington	DC				88	15	5	15	0	5	15	5	5	7.5	15	0
Yahoo! Inc.	Sunnyvale	CA	412			90	15	5	15	0	5	15	0	5	15	15	0
Zurich North America	Schaumburg	IL				50	15	5	0	0	5	15	5	5	0	0	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Sidley Austin LLP	Chicago	IL			5	75	15	5	0	0	0	15	5	5	15	15	0
Siemens Energy & Automation Inc.	Alpharetta	GA				60	15	5	0	5	0	15	5	0	15	0	0
Sierra Health Services Inc.	Las Vegas	NV				88	15	5	15	5	0	15	5	5	7.5	15	0
Silicon Graphics Inc.	Mountain View	CA				65	15	5	0	0	0	15	0	0	15	15	0
SLM Corp.	Reston	VA	331			75	15	5	0	0	0	15	5	5	15	15	0
Sodexo Inc.	Gaithersburg	MD				95	15	5	15	5	0	15	5	5	15	15	0
Software House International	Somerset	NJ		164		55	15	5	0	5	0	15	0	0	0	15	0
Sonnenschein, Nath & Rosenthal	Chicago	IL			48	75	15	5	0	0	0	15	5	5	15	15	0
Southern California Edison Company	Rosemead	CA				95	15	5	15	5	5	15	0	5	15	15	0
Southwest Airlines Co.	Dallas	TX	300			83	15	5	15	5	0	15	0	5	7.5	15	0
Sprint Nextel Corp	Reston	VA	59			100	15	5	15	5	5	15	5	5	15	15	0
SRA International Inc.	Fairfax	VA				75	15	5	0	0	0	15	5	5	15	15	0
St. Paul Travelers Companies, Inc.	St. Paul	MN	85			65	15	5	0	0	0	15	0	0	15	15	0
Staples Inc.	Framingham	MA	137			93	15	5	15	5	5	15	5	5	7.5	15	0
Starbucks Corp.	Seattle	WA	338			85	15	5	0	5	5	15	5	5	15	15	0
Starcom MediaVest Group	Chicago	IL				100	15	5	15	5	5	15	5	5	15	15	0
Starwood Hotels & Resorts Worldwide	White Plains	NY	360			100	15	5	15	5	5	15	5	5	15	15	0
State Farm Group	Bloomington	IL	22			60	15	5	0	0	5	0	0	5	15	15	0
State Street Corp.	Boston	MA	307			100	15	5	15	5	5	15	5	5	15	15	0
Steptoe & Johnson	Washington	DC			82	85	15	5	0	5	5	15	5	5	15	15	0
Subaru of America Inc.	Cherry Hill	NJ				70	15	5	0	5	5	15	5	5	0	15	0
Sun Microsystems Inc.	Santa Clara	CA	211			100	15	5	15	5	5	15	5	5	15	15	0
SunTrust Banks Inc.	Atlanta	GA	217			100	15	5	15	5	5	15	5	5	15	15	0
Supervalu Inc.	Eden Prairie	MN	113			85	15	5	0	5	5	15	5	5	15	15	0
TAP Pharmaceutical Products Inc.	Lake Forest	IL				50	15	5	0	5	0	15	5	5	0	0	0
Target Corp.	Minneapolis	MN	29			80	15	5	0	0	5	15	5	5	15	15	0
Tech Data Corp.	Clearwater	FL	107			100	15	5	15	5	5	15	5	5	15	15	0
Texas Instruments Inc.	Dallas	TX	167			80	15	5	0	0	5	15	5	5	15	15	0
The Dun & Bradstreet Corporation	Short Hills	NJ				35	15	0	0	0	0	15	5	0	0	0	0
The Olivia Companies LLC	San Francisco	CA				100	15	5	15	5	5	15	5	5	15	15	0
Time Warner Inc.	New York	NY	40			85	15	5	0	5	5	15	5	5	15	15	0
Toyota Motor Sales USA Inc.	Torrance	CA				90	15	5	15	0	5	15	0	5	15	15	0
Toys 'R' Us Inc.	Wayne	NJ	208	13		45	15	0	15	0	0	0	0	0	15	0	0
Travelport Inc.	Chicago	IL				95	15	5	15	5	5	15	0	5	15	15	0
U.S. Bancorp	Minneapolis	MN	131			85	15	5	0	5	5	15	5	5	15	15	0
U.S. Foodservice Inc	Columbia	MD				50	15	5	0	0	5	15	5	5	0	0	0
UAL Corp.	Elk Grove Township	IL	124			73	15	5	0	0	5	15	5	5	7.5	15	0
UBS AG	Stamford	CT				95	15	5	15	0	5	15	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
PNC Financial Services Group Inc.	Pittsburgh	PA	290			73	15	5	0	0	5	15	5	5	7.5	15	0
PNM Resources Inc.	Albuquerque	NM	785			43	15	5	15	0	0	0	0	0	7.5	0	0
Polaroid Corp.	Waltham	MA				60	15	5	0	0	0	15	5	5	15	0	0
Powell Goldstein LLP	Atlanta	GA				100	15	5	15	5	5	15	5	5	15	15	0
PPG Industries	Pittsburgh	PA	232			60	15	5	0	5	5	0	0	0	15	15	0
PPL Corp.	Allentown	PA	350			55	15	5	0	0	5	0	0	0	15	15	0
Praxair Inc.	Danbury	CT	297			25	15	5	0	0	5	0	0	0	0	0	0
PricewaterhouseCoopers LLP	New York	NY		4		100	15	5	15	5	5	15	5	5	15	15	0
Principal Financial Group	Des Moines	IA	261			85	15	5	0	5	5	15	5	5	15	15	0
Procter & Gamble Co.	Cincinnati	OH	24			65	15	5	0	0	0	15	0	0	15	15	0
Progress Energy Inc.	Raleigh	NC	222			53	15	5	0	0	0	15	5	5	7.5	0	0
Progressive Corp., The	Mayfield Village	OH	153			35	15	5	0	0	0	15	0	0	0	0	0
Prudential Financial Inc.	Newark	NJ	64			100	15	5	15	5	5	15	5	5	15	15	0
QUALCOMM Inc.	San Diego	CA	381			95	15	5	15	0	5	15	5	5	15	15	0
Quest Diagnostics Incorporated	Lyndhurst	NJ	392			80	15	5	0	0	5	15	5	5	15	15	0
Qwest Communications International Inc.	Denver	CO	160			70	15	5	0	5	0	15	0	0	15	15	0
R.R. Donnelley & Sons Co.	Chicago	IL	265			20	15	5	0	0	0	0	0	0	0	0	0
RadioShack Corp.	Fort Worth	TX	423			40	15	0	0	0	0	15	5	5	0	0	0
Raytheon Co.	Waltham	MA	97			100	15	5	15	5	5	15	5	5	15	15	0
Recreational Equipment Inc.	Kent	WA				85	15	5	0	5	5	15	5	5	15	15	0
Reebok International	Canton	MA				68	15	0	0	0	5	15	5	5	7.5	15	0
Reliant Energy Inc.	Houston	TX	220			50	15	5	0	5	5	0	0	0	15	15	0
Replacements Ltd.	McLeansville	NC				100	15	5	15	5	5	15	5	5	15	15	0
Reuters America Holdings Inc.	New York	NY				80	15	5	0	0	5	15	5	5	15	15	0
Reynolds American Inc.	Winston-Salem	NC	280			90	15	5	15	0	5	15	5	0	15	15	0
Rite Aid Corp.	Camp Hill	PA	129			70	15	5	0	5	5	15	5	5	15	0	0
Rockwell Collins Inc.	Cedar Rapids	IA	550			78	15	5	0	5	5	15	5	5	7.5	15	0
Rohm and Haas Company	Philadelphia	PA	286			53	15	5	0	5	5	0	0	0	7.5	15	0
Royal Caribbean Cruises Ltd	Miami	FL				55	15	5	0	5	0	0	0	0	15	15	0
Ryder System Inc.	Miami	FL	375			93	15	5	15	5	5	15	5	5	7.5	15	0
S.C. Johnson & Son Inc.	Racine	WI				100	15	5	15	5	5	15	5	5	15	15	0
SAFECO Corp.	Seattle	WA	339			75	15	0	0	0	5	15	5	5	15	15	0
Safeway Inc.	Pleasanton	CA	50			70	15	5	0	5	5	0	5	5	15	15	0
SAP America Inc.	Newton Square	PA				68	15	5	0	0	0	15	5	5	7.5	15	0
Sara Lee Corp.	Chicago	IL	111			70	15	5	0	0	0	15	5	0	15	15	0
Schering-Plough Corp.	Kenilworth	NJ	250			100	15	5	15	5	5	15	5	5	15	15	0
Scholastic Corp.	New York	NY	782			50	15	5	0	0	0	15	0	0	15	0	0
Seagate Technology Inc.	Scotts Valley	CA				75	15	5	0	0	0	15	5	5	15	15	0
Sears Holdings Corporation	Hoffman Estates	IL	33			100	15	5	15	5	5	15	5	5	15	15	0
Sempra Energy	San Diego	CA	197			100	15	5	15	5	5	15	5	5	15	15	0
Severn Trent Services Inc.	Fort Washington	PA				65	15	5	15	0	5	15	5	5	0	0	0
Shell Oil Co.	Houston	TX				85	15	5	0	5	5	15	5	5	15	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	AmLaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Mitchell Gold + Bob Williams	Taylorsville	NC				100	15	5	15	5	5	15	5	5	15	15	0
Mohawk Industries Inc.	Calhoun	GA	327			65	15	5	0	0	5	15	5	5	0	15	0
Morgan Stanley	New York	NY	30			100	15	5	15	5	5	15	5	5	15	15	0
Morningstar Inc.	Chicago	IL				40	0	0	0	0	0	15	5	5	0	15	0
Morrison & Foerster LLP	San Francisco	CA		24		100	15	5	15	5	5	15	5	5	15	15	0
Motorola Inc.	Schaumburg	IL	54			100	15	5	15	5	5	15	5	5	15	15	0
Mutual of Omaha Insurance	Omaha	NE	491			75	15	5	0	0	0	15	5	5	15	15	0
National City Corporation	Cleveland	OH	213			58	15	5	0	5	5	0	0	5	7.5	15	0
National Grid USA	Westborough	MA				75	15	5	0	0	0	15	5	5	15	15	0
Nationwide	Columbus	OH	98			100	15	5	15	5	5	15	5	5	15	15	0
Navistar International Corp.	Warrenville	IL	201			30	15	0	0	0	0	0	0	0	15	0	0
NCR Corp.	Dayton	OH	357			100	15	5	15	5	5	15	5	5	15	15	0
Nestle Purina PetCare Co.	St. Louis	MO				15	15	0	0	0	0	0	0	0	0	0	0
New York Life Insurance Co.	New York	NY	74			78	15	5	15	5	5	15	5	5	7.5	0	0
New York Times Co.	New York	NY	557			100	15	5	15	5	5	15	5	5	15	15	0
Newell Rubbermaid Inc.	Atlanta	GA	332			15	15	0	0	0	0	0	0	0	0	0	0
Nike Inc.	Beaverton	OR	163			100	15	5	15	5	5	15	5	5	15	15	0
Nissan North America	Gardena	CA				15	15	0	0	0	0	0	0	0	0	0	0
Nixon Peabody LLP	Rochester	NY		62		100	15	5	15	5	5	15	5	5	15	15	0
Nokia	Irving	TX				50	15	5	0	5	5	15	0	5	0	0	0
Nordstrom Inc.	Seattle	WA	293			100	15	5	15	5	5	15	5	5	15	15	0
Northeast Utilities System	Berlin	CT	304			80	15	5	0	5	5	15	0	5	15	15	0
Northern Trust Corp.	Chicago	IL	533			95	15	5	15	0	5	15	5	5	15	15	0
Northrop Grumman Corp.	Los Angeles	CA	67			100	15	5	15	5	5	15	5	5	15	15	0
Northwest Airlines Corp.	Eagan	MN	182			65	15	5	0	0	0	15	0	0	15	15	0
Novartis Pharmaceutical Corp.	East Hanover	NJ				95	15	5	15	5	5	15	0	5	15	15	0
Office Depot Inc.	Delray Beach	FL	154			60	15	5	0	0	0	15	5	5	0	15	0
Omnicom Group	New York	NY	225			30	15	0	0	0	0	15	0	0	0	0	0
Oracle Corp.	Redwood City	CA	196			80	15	5	0	5	5	15	0	5	15	15	0
Orrick, Herrington & Sutcliffe	San Francisco	CA		33		100	15	5	15	5	5	15	5	5	15	15	0
Owens & Minor	Mechanicsville	VA	443			70	15	5	15	5	5	15	5	5	0	0	0
Owens Corning	Toledo	OH	341			100	15	5	15	5	5	15	5	5	15	15	0
PacificCare Health Systems	Cypress	CA				68	15	0	15	0	5	15	5	5	7.5	0	0
PacificCorp	Portland	OR				85	15	5	0	5	5	15	5	5	15	15	0
Pathmark Stores Inc.	Carteret	NJ	497			53	15	5	15	5	0	0	0	5	7.5	0	0
Paul, Hastings, Janofsky & Walker LLP	Los Angeles	CA		22		75	15	5	0	0	5	15	0	5	15	15	0
PepsiCo Inc.	Purchase	NY	61			100	15	5	15	5	5	15	5	5	15	15	0
Perkins & Will	Chicago	IL				70	15	0	0	0	0	15	5	5	15	15	0
Perot Systems Corp.	Plano	TX	807			0	15	0	0	0	0	0	0	0	0	0	-15
Pfizer Inc.	New York	NY	31			100	15	5	15	5	5	15	5	5	15	15	0
PG&E Corp.	San Francisco	CA	200			100	15	5	15	5	5	15	5	5	15	15	0
Pillsbury Winthrop Shaw Pittman LLP	San Francisco	CA		42		100	15	5	15	5	5	15	5	5	15	15	0
Pitney Bowes Inc.	Stamford	CT	394			93	15	5	15	5	5	15	5	5	7.5	15	0

Company Name	City	State	Fortune Rank	Forbes Rank	Amlaw Rank	CEI 2006	1a	1b	2a	2b	2c	3a	3b	3c	4	5	6
Kimpton Hotel & Restaurant Group Inc.	San Francisco	CA				100	15	5	15	5	5	15	5	5	15	15	0
KLA-Tencor	San Jose	CA	780			73	15	5	0	5	0	15	5	5	7.5	15	0
KPMG LLP	New York	NY				100	15	5	15	5	5	15	5	5	15	15	0
Kraft Foods Inc.	Northfield	IL				100	15	5	15	5	5	15	5	5	15	15	0
Kroger Co., The	Cincinnati	OH	21			35	15	5	0	0	0	0	0	0	0	15	0
L.L. Bean Inc.	Freeport	ME				73	15	5	15	5	5	15	0	5	7.5	0	0
Land O'Lakes	Arden Hills	MN	301			53	15	0	0	0	5	15	5	5	7.5	0	0
Lauren Manufacturing Co.	New Philadelphia	OH				5	0	5	0	0	0	0	0	0	0	0	0
Lear Corp.	Southfield	MI	127			20	15	5	0	0	0	0	0	0	0	0	0
Lehman Brothers Holdings	New York	NY	62			100	15	5	15	5	5	15	5	5	15	15	0
Levi Strauss & Co.	San Francisco	CA	484	44		100	15	5	15	5	5	15	5	5	15	15	0
Lexmark International Inc.	Lexington	KY	415			100	15	5	15	5	5	15	5	5	15	15	0
Lillian Vernon Corp.	White Plains	NY				55	15	5	0	0	0	15	0	5	0	15	0
Limited Brands Inc.	Columbus	OH	246			70	15	5	0	5	0	15	0	0	15	15	0
Lincoln National Corp.	Philadelphia	PA	396			95	15	5	15	5	0	15	5	5	15	15	0
Liz Claiborne Inc.	North Bergen	NJ	440			100	15	5	15	5	5	15	5	5	15	15	0
Lockheed Martin Corp.	Bethesda	MD	52			80	15	5	0	5	0	15	5	5	15	15	0
Lucent Technologies Inc.	Murray Hill	NJ	255			100	15	5	15	5	5	15	5	5	15	15	0
Marriott International	Washington	DC	203			75	15	5	0	0	5	15	0	5	15	15	0
Marsh & McLennan Companies Inc.	New York	NY	186			30	15	0	0	0	0	15	0	0	0	0	0
Massachusetts Mutual Life Insurance Company	Springfield	MA	92			93	15	5	15	5	5	15	5	5	7.5	15	0
MasterCard Inc.	Purchase	NY	627			80	15	5	0	0	5	15	5	5	15	15	0
Mattel Inc.	El Segundo	CA	416			88	15	5	15	0	5	15	5	5	7.5	15	0
McDermott Will & Emery LLP	Chicago	IL			13	100	15	5	15	5	5	15	5	5	15	15	0
McDonald's Corp.	Oak Brook	IL	109			85	15	5	0	5	5	15	5	5	15	15	0
McGraw-Hill Companies Inc., The	New York	NY	359			75	15	5	0	0	5	15	5	0	15	15	0
McKinsey & Co. Inc.	New York	NY		72		100	15	5	15	5	5	15	5	5	15	15	0
MeadWestvaco Corp.	Stamford	CT	322			80	15	5	0	0	5	15	5	5	15	15	0
Medtronic Inc.	Minneapolis	MN	235			75	15	5	0	0	0	15	5	5	15	15	0
Meijer	Grand Rapids	MI		10		0	0	0	0	0	0	0	0	0	0	0	0
Mellon Financial Corp.	Pittsburgh	PA	377			100	15	5	15	5	5	15	5	5	15	15	0
Men's Wearhouse Inc., The	Houston	TX	887			35	15	5	0	0	0	15	0	0	0	0	0
Merck & Co. Inc.	Whitehouse Station	NJ	95			100	15	5	15	5	5	15	5	5	15	15	0
Merrill Lynch & Co.	New York	NY	34			100	15	5	15	5	5	15	5	5	15	15	0
MetLife Inc.	New York	NY	35			100	15	5	15	5	5	15	5	5	15	15	0
MGM Mirage	Las Vegas	NV	334			85	15	5	0	5	5	15	5	5	15	15	0
Microsoft Corp.	Redmond	WA	48			100	15	5	15	5	5	15	5	5	15	15	0
Miller Brewing Co.	Milwaukee	WI				90	15	5	15	5	0	15	0	5	15	15	0
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo	Boston	MA			91	95	15	5	15	5	0	15	5	5	15	15	0
Mirant Corporation	Atlanta	GA	479			45	15	5	0	0	0	15	5	5	0	0	0



HUMAN
RIGHTS
CAMPAIGN

MISSION IMPOSSIBLE: WHY REPARATIVE THERAPY AND EX-GAY MINISTRIES FAIL

MISSION IMPOSSIBLE: WHY REPARATIVE THERAPY AND EX-GAY MINISTRIES FAIL

By Kim I. Mills
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August 1998

“Opinions energetically propagated and spurious facts diligently disseminated color the thinking of the only the uneducated. The intellectual is deceived as easily as the untutored by sanctimonious professions to the moral code of time and place and flatter the feeling of self-righteousness.” Franz Boas, 1927

Introduction

The Christian right has for years claimed that sexual orientation is a mutable characteristic -- but only when it comes to homosexuality. They assert that gay people (yet never heterosexuals) “choose” their sexual orientation and that with prayer and counseling -- and sometimes drugs or shock therapy -- they can leave the “gay lifestyle.”

While some conservative Christians may believe it is their duty to lead gay people out of what they contend is an inherently sinful life, religious political activist organizations -- such as the Family Research Council and the Christian Coalition -- are motivated by politics. Public opinion polls consistently indicate that people who believe sexual orientation is a choice are less willing to support equal rights for lesbians and gays. For example, a 1996 poll found that among people who believed sexual orientation was a choice, 50 percent supported equal treatment of gays in employment; among those who believed sexual orientation was unchangeable, 69 percent supported equality in the workplace.¹ For religious political organizations seeking new fund-raising hooks since the fall of communism, this issue is a cash cow. These groups have consistently used the threat of what they have dubbed “the gay agenda” to motivate their adherents to contribute.

A recent spate of newspaper advertisements featuring people who claim to be ex-gay has revealed the fact that the sponsoring religious political organizations are promoting these techniques for political gain. The ads, which picture people who have undergone “conversions” to heterosexuality, have coincided with efforts by these religious political sponsors to derail the nomination of openly gay businessman James Hormel to be ambassador to Luxembourg; with an orchestrated effort to reverse President Clinton’s executive order banning discrimination against gays in federal employment; and with an attempt to strip the San Francisco of federal housing funds because of its law requiring companies that do business with the city to offer domestic partner benefits.. The ads have also included statements by Senate Majority Leader Trent Lott, R-Miss., comparing homosexuals to alcoholics, kleptomaniacs and sex addicts.

The idea for the ad campaign grew out of a Focus on the Family-sponsored meeting of religious political groups in Colorado Springs, Co., in June.² “No focus groups, no polling,” said Robert Knight of the Family Research Council. “We just did it.”

These groups’ assertions about sexual orientation are not borne out by the facts -- which doesn’t stop the religious right from repeating over and over that they are correct and that gay rights organizations refuse to tell their community “the truth” about homosexuality -- namely that, in their minds, it is a mental disorder than can be cured.³

The facts

The psychological, medical and psychiatric establishments agree that sexual orientation cannot be changed, and that so-called “reparative therapy” aimed at altering gay peoples’ orientations does not work and may, in fact, be harmful.

Here are some excerpts from position papers on this subject by the leading professional associations:

AMERICAN PSYCHIATRIC ASSOCIATION⁴

- “There is no published scientific evidence supporting the efficacy of ‘reparative therapy’ as a treatment to change one’s sexual orientation. It is not described in the scientific literature, nor is it mentioned in the APA’s latest comprehensive Task Force Report, *Treatments of Psychiatric Disorders* (1989).
- “There are a few reports in the literature of efforts to use psychotherapeutic and counseling techniques to treat persons troubled by their homosexuality who desire to become heterosexual; however, results have not been conclusive, nor have they been replicated. There is no evidence that any treatment can change a homosexual person’s deep-seated sexual feelings for others of the same sex.
- “Clinical experience suggests that any person who seeks conversion therapy may be doing so because of social bias that has resulted in internalized homophobia, and that gay men and lesbians who have accepted their sexual orientation positively are better adjusted than those who have not done so.”

AMERICAN PSYCHOLOGICAL ASSOCIATION⁵

- “Even though homosexual orientation is not a mental illness and there is no scientific reason to attempt conversion of lesbians or gays to heterosexual orientation, some individuals may seek to change their sexual orientation or that of another individual (for example, parents seeking therapy for their child). Some therapists who undertake this kind of therapy report that they have changed their clients’ sexual orientation (from homosexual to heterosexual) in treatment. Close scrutiny of their reports indicates several factors that cast doubt: Many of the claims come from organizations with an ideological perspective on sexual orientation, rather than from mental health researchers; the treatments and their outcomes are poorly documented; and the length of time that clients are followed up on after treatment is too short.
- “In 1990, the American Psychological Association stated that scientific evidence does not show that conversion therapy works and that it can do more harm than good. Changing one’s sexual orientation is not simply a matter of changing one’s sexual behavior. It would require altering one’s emotional, romantic and sexual feelings and restructuring one’s self-concept and social identity.
- “Although some mental health providers do attempt sexual orientation conversion, others

question the ethics of trying to alter through therapy a trait that is not a disorder to an individual's identity.

- “Not all gays and lesbians who seek therapy want to change their sexual orientation. Gays and lesbians may seek counseling for any of the same reasons as anyone else. In addition, they may seek psychological help to ‘come out’ or to deal with prejudice, discrimination and violence.
- “For nearly three decades, it has been known that homosexuality is not a mental illness. Medical and mental health professionals also now know that sexual orientation is not a choice and cannot be altered. Groups who try to change the sexual orientation of people through so-called ‘conversion therapy’ are misguided and run the risk of causing a great deal of psychological harm to those they say they are trying to help.”

AMERICAN ACADEMY OF PEDIATRICS⁶

- “Confusion about sexual orientation is not unusual during adolescence. Counseling may be helpful for young people who are uncertain about their sexual orientation or for those who are uncertain about how to express their sexuality and might profit from an attempt at clarification through a counseling or psychotherapeutic initiative. Therapy directed at specifically changing sexual orientation is contraindicated, since it can provoke guilt and anxiety while having little or no potential for achieving changes in orientation.”
- “Pediatricians should be aware that some of the youths in their care may be homosexual or have concerns about sexual orientation. Caregivers should provide factual, current, nonjudgmental information in a confidential manner.”
- “The psychosocial problems of gay and lesbian adolescents are primarily the result of societal stigma, hostility, hatred and isolation. The gravity of these stresses is underscored by current data that document that gay youths account for up to 30 percent of all completed adolescent suicides. Approximately 30 percent of a surveyed group of gay and bisexual males have attempted suicide at least once. Adolescents struggling with issues of sexual preference should be reassured that they will gradually form their own identity and that there is no need for premature labeling of one's sexual orientation.”

AMERICAN MEDICAL ASSOCIATION⁷

- “Most of the emotional disturbance experienced by gay men and lesbians around their sexual identity is not based on physiological causes but rather is due more to a sense of alienation in an unaccepting environment. For this reason, aversion therapy (a behavioral or medical intervention which pairs unwanted behavior, in this case, homosexual behavior, with unpleasant sensations or aversive consequences) is no longer recommended for gay men and lesbians. Through psychotherapy, gay men and lesbians can become comfortable with their sexual orientation and understand the societal response to it.”

Despite these clinical judgments by the leading professional organizations of scientists studying the phenomenon of human sexuality, the Christian right continues to argue that gay people should and can change their sexual orientations. They rely on two primary sources, one overtly religious, the other secular. The religious sources are known as ex-gay ministries, and they are spread around the globe, although many of their early leaders have reverted to homosexuality and some have become the most vociferous spokesmen against these ministries.

The main secular organization promoting the notion that gay people can “change” is the National Association for Research and Therapy of Homosexuality, or NARTH. Because it is led by psychotherapists and psychologists, NARTH has an aura of scientific credibility. Its research is sometimes cited by journalists and opinion leaders, despite its being highly flawed. On closer inspection, it becomes clear that NARTH’s “change” rates are inflated, that its definition of “cure” is purposely overbroad and that its chief spokesmen are viewed suspiciously within the psychoanalytic community.

Who and What Is NARTH?

NARTH describes itself as “a non-profit psychoanalytic, educational organization dedicated to research, therapy and prevention of homosexuality.” Founded in 1992, NARTH claims to have about 500 members who are “psychoanalysts, psychoanalytically informed psychologists, certified social workers and other behavioral scientists, as well as laymen in fields such as law, religion and education.”

Its chief public spokesmen are:

- President: Charles W. Socarides, M.D. He is a member of the American Psychoanalytic Association and a clinical professor of psychiatry at Albert Einstein College of Medicine in New York City.⁸
- Executive Director and Secretary-Treasurer: Joseph Nicolosi, Ph.D. He is director of the Thomas Aquinas Psychological Clinic in Encino, Calif., and a psychologist.⁹

According to its policy statement, “NARTH’s most important function is to provide psychological understanding of the cause, treatment, and behavior patterns associated with the homosexual condition.”

NARTH begins its work with the presumption that homosexuality is a developmental disorder or a mental illness, which it frequently compares to alcoholism. It claims that “powerful political pressures have done much to erode scientific exploration and study of this disorder.” It attempts to position its adherents as heroes swimming against the mighty tide of the brainwashed psychological community and the mainstream media.

This quote from a column Socarides entitled, “How America Went Gay” is telling:¹⁰

“FOR MORE THAN 20 YEARS, I and a few of my colleagues in the field of psychoanalysis have felt like an

embattled minority, because we have continued to insist, against today's conventional wisdom, that gays aren't born that way. We know that obligatory homosexuals are caught up in unconscious adaptations to early childhood abuse and neglect and that, with insight into their earliest beginnings, they can change. This 'adaptation' I speak of is a polite term for men going through the motions of mating not with the opposite sex but with one another."

On May, 17, 1997, NARTH announced the results of a two-year study of 860 clients and their more than 200 psychologists and therapists. Some results:

- when they entered therapy, 68 percent of respondents identified themselves as totally or almost exclusively homosexual; 22 percent said they were more homosexual than heterosexual when they left therapy; 13 percent saw themselves as totally or almost entirely gay; and 33 percent said they were exclusively or almost entirely heterosexual.
- 99 percent of respondents believed that treatment "can be effective and valuable."
- 95 percent of the therapists agreed that homosexual patients may be able to change their orientation to heterosexual.
- statistically significant decreases were reported of the frequency of homosexual fantasies, masturbation and homosexual activity.

This study has not been published in a peer-reviewed journal. (NARTH attempts to confer some credibility on it by stating on its website that the data were "tabulated by professionals at Brigham Young University.") The results are suspect for a number of reasons, not the least of which is that 63 percent of respondents were still undergoing "reparative therapy" at the time of the survey -- meaning that they were continuing to invest time and money in a treatment they hoped would ultimately change them. One-third of them were married at the time of the survey -- another indication that they were highly motivated to report "positive" results. And many of the patients were clearly bisexual to begin with, meaning that they have not changed in orientation at all; they are merely suppressing the homosexual side of their sexuality.

But one the biggest problem with research of this nature is it is not longitudinal; that is, it does not follow the sample over a long period of time to determine how permanent any changes in behaviors might be. And indeed, this oversight is inherent in all the "cure" claims of both the reparative therapists and the ex-gay ministers.¹¹

It is worth noting that most reparative therapists claim they have no desire to "change" any gay person who does not himself wish to change. However, these therapists ignore and/or refuse to deal with the key reasons why some gay people wish to go straight, namely, the disapproval of society and the religious establishment. Despite what reparative therapists affiliated with NARTH may state,¹² there is no empirical evidence that homosexuality per se is either an unhappy or unhealthy state of being.

Ex-Gay Ministries

These organizations selectively cite the Bible as proof that homosexuality is a sin, and attempt to "change" individuals' sexual orientations largely through prayer, meditation and programs that in some cases, are patterned on the 12-step program of Alcoholics Anonymous, and in others, have all

the earmarks of a cult.

These groups are controversial even within Christian communities, and have been plagued over time by the “backsliding” into homosexuality of many of their leaders.¹³ To entice people into their programs, they promise to “cure” people of their homosexuality. What they may actually achieve, however, is far short of a change in sexual orientation. (As ex-ex-gay leader Rick Notch has put it, “You pick a prayer partner the first night of the convention, you pray with him the second night and by the third night, your prayers are answered.”)

Reporter Justin Chin joined an ex-gay program affiliated with Exodus Ministries in California in 1995 as part of a project funded by the Fund for Investigative Journalism. His report was published in *The Progressive*, a left-wing political magazine:

“Ex-gays are sexually celibate but homosexuality is still central to them: Everything in their lives revolves around homosexuality and avoiding it. Listening to Exodus conference junkies and ex-program members speak, it is easy to see how this subculture is maintained.

“Ultimately, the difference between gays and ex-gays is like the difference between cheese and cheddar. The ex-gays try to drown their homosexuality in Bible verses, marriage, family, and their own new subcultural niche, but their homosexuality remains.

*“Even the leaders of the movement have some doubts as to the validity of their claims to ‘curing’ homosexuality. Bob Davies and Lori Rentzal, in their book, **Coming Out of Homosexuality**, a classic in the ex-gay milieu, say that a change in sexual orientation is not the goal; the goal, rather, is to have an intimate relationship with Christ and to be transformed by him. It’s disturbing to realize that these groups know that the best they can do is suppress a person’s sexual orientation, and yet they hold out an entire industry catered to ‘curing’ homosexuality.”¹⁴*

Some of the leaders of these ex-gay ministries have gone on to become the most vocal and credible critics of ex-gay ministries, pointing up the folly of their promises. Many of the people who have gone through the programs say they don’t work, and that they fail to deal with the root causes of many clients’ unhappiness -- namely that society and many churches teach that homosexuality is abnormal and perverse and that it is not possible to be gay and live a fulfilled, happy life.

Exodus International, based in San Rafael, Calif., is an umbrella group that acts as a clearinghouse for people seeking referrals to programs in their local areas. It variously claims to have anywhere from 75 to 110 member ministries, with names like Straight Path Ministries, Cross Over, Breaking Free and Straight Ahead Ministries. To form a bona fide chapter, a ministry must be active for two years, and its directors -- if they were gay -- must have abstained from their “former lifestyle” for two years.

Exodus International is affiliated with the Protestant Christian belief system. In one of its pamphlets, "Exodus: A Way Out," it offers "Freedom from homosexuality, not through a method but a person, the Lord Jesus Christ!" It believes that only through total surrender to Christ can homosexuals hope to change into heterosexuals (although it does have special materials aimed at Catholics, Mormons and others). It offers a huge selection of educational items, including videotapes as well as audiotapes, and provides lectures on request. It also publishes a quarterly newsletter, "The Standard."

It was founded in 1976 by Michael Bussee and Gary Cooper, two of the most infamous ex-gays in the movement's history. Bussee and Cooper became devout Christians in their late teens when both were troubled by their homosexuality. They met and became friends while working for a counseling and referral line at the Melodyland Christian Center in Anaheim, Calif. As they worked together to "convert" gay people, they found themselves falling in love. Eventually, they became lovers and left Exodus in 1979. In 1982, they had a marriage ceremony. Cooper died of AIDS nine years later.

"The desires never go away," Bussee has said. "The confrontations begin and the guilt gets worse and worse." Bussee recalls that some people who went through the Exodus program had breakdowns or committed suicide. "One man slashed his genitals with a razor and poured Drano on his wounds." Another man impulsively underwent an incomplete sex-change operation because he believed his sexual desires might receive divine approval were he biologically a woman.¹⁵

"After dealing with hundreds of people," Bussee concluded, he and his partner hadn't "met one who went from gay to straight. Even if you manage to alter someone's sexual behavior, you cannot change their true sexual orientation."

"If you got them away from the Christian limelight," he said, "and asked them, 'Honestly now, are you saying that you are no longer homosexual and you are now heterosexually oriented?'"... not one person said, 'Yes, I am actually now heterosexual.'"

The Exodus policy statement on homosexuality:

Exodus upholds heterosexuality as God's creative intent for humanity, and subsequently views homosexual expression as outside of God's will. Exodus cites homosexual tendencies as one of many disorders that beset fallen humanity. Choosing to resolve these tendencies through homosexual behavior, taking on a homosexual identity, and involvement in a homosexual lifestyle is considered destructive, as it distorts God's intent for the individual and is thus sinful.

According to the 1994 PBS documentary "One Nation Under God," Exodus claims to have treated hundreds of thousands of homosexuals and boasts a success rate of 71.6 per cent. But Exodus keeps no follow-up records or statistics to validate the claim "although it's something we ought to be doing," a spokesperson told a Canadian newspaper. "People are always asking us for numbers."¹⁶

Some of the more prominent ex-gay ministries affiliated with Exodus:¹⁷

Transformation Ex-Gay Ministries/Parents and Friends of Ex-Gays, or P-FOX, of

Washington, D.C. Both were founded by Anthony Falzarano, a self-professed ex-gay who claims he was a gay prostitute and one of Roy Cohn's "kept boys" when he was younger. He also claims unequivocally that "homosexuality is certainly not innate. It is a learned behavior."¹⁸ He frequently points to the fact that he was molested by his older brother as a reason that he became gay. And he claims -- without any substantiating factual evidence -- that "80 percent of homosexuals have been molested or raped as children."¹⁹

Falzarano, who is now married and has two children, is also a founder of the St. Augustine Sexual Healing Bookstore in Washington, D.C., which specializes in books about how gay people can change to heterosexuals.

P-FOX's website describes the group as "a Christ-centered network of the parents, friends and family of loved ones struggling with homosexuality. In order to restore families to wholeness, we support, educate and offer hope for counsel, and provide strategies on how to actively love the struggler and yet disagree with his or her lifestyle choice. We encouragingly support the work of the four Christian ex-gay networks and identify predominantly with Exodus International, of Seattle, Washington, which is the largest ex-gay network in the world."

The group's name is an intentional tweaking of the 68,000-member organization Parents, Families and Friends of Lesbians and Gays (PFLAG). Falzarano has said he hopes to attract members of PFLAG who do not agree with the group's "pro-homosexuality stance" but who need the support.

Love in Action of Memphis, Tenn., was founded in 1973 by John Smid, who claims to be ex-gay. It was originally based in San Rafael, Calif., and, like most ex-gay ministries, is a rigidly controlled, live-in program for men.²⁰

This is from a feature story in the Memphis Commercial Appeal, Sept. 28, 1997:

"At the center of Smid's approach is Love In Action's residential treatment program, formerly located in three houses in the Bay Area, now concentrated in a six-bedroom farmhouse somewhere on the outskirts of Memphis -- he refuses to divulge its location -- where a clientele of about 10 men ranging in age from 21 to 50 live while they work to become formerly gay. Most clients spend 13 to 18 months in the program, moving one step at a time through a five-phase program that begins with 'becoming open and honest about personal struggles and challenges' and culminates in 'encouraging other clients toward healing.'

"Financial aid is available for some clients who have entered the program but whose income won't support the \$ 950-a-month fees. Supervised by a married couple who serve as house managers, residents drive their own cars to off-campus jobs they find on their own, have dinner every evening together at a big dining room table, then trek off most evenings to Central Church or the Love In Action office for counseling sessions led by two full-time and two part-time counselors. They take turns cooking meals, gather around a piano and sing hymns, play cards or read, indulging in what Smid and Johnson describe as a relaxing, homey atmosphere.

"The house is a 'safe place' that provides a structured environment for clients whose lives, typically, have been in turmoil, Smid said. Clients still in the first two phases of the program, which usually last six to seven months, aren't allowed to go anywhere alone. Nobody leaves the house without telling people where he's going. Other prohibitions: No television (although one video per week is allowed), no drugs, no alcohol."

One participant in Smid's program, Tom Ottosen, claimed it had all the earmarks of a cult. "Due to the fact that members are not allowed to question anything the hierarchy says, most members who were forced out or who have left on their own end up extremely guilt-ridden, very confused, dogged by the religious dogma given them by the groups, and most end up worse than ever before," he said.²¹

OTHER EX-GAY MINISTRIES:

Homosexuals Anonymous (formerly known as Quest)

Quest's onetime leader, Colin Cook, was ousted in 1987 for having sex with male counselees over the previous six years. During counseling sessions, Cook allegedly participated in "nude massages, erotic hugging and a few instances of mutual masturbation," according to a report by HA coordinator Dan Roberts. Indeed, leaders of Quest and Homosexuals Anonymous knew as early as 1985 that Cook was "slipping" but kept him on because he had become prominent in the ex-gay movement.²²

The purpose of H.A. is "to be a resource and support for individuals seeking freedom from homosexuality. Group support is available through weekly H.A. meetings. Guidance is received through the shared experiences and growth of others. Strength is acquired by training the faith responses through the 14 steps of H.A."²³

The only requirement to be a member is "a desire to be and remain free from homosexuality." "Homosexuals Anonymous members learn to see themselves not as another homosexual subculture but as God's children, created heterosexually [sic], who are experiencing struggles with feelings of attraction towards the same sex, and who, by faith in God, may learn to experience freedom from those feelings as their identity is established in Him through Jesus Christ, and their needs are fulfilled in Him and in the community of believers that He has created."²⁴

Like Alcoholics Anonymous, Homosexuals Anonymous is decidedly Christian but non-denominational. It claims to be different from Exodus Ministries in a number of ways, including that its meetings are open and are not led by trained counselors. HA says it never charges fees. Its marketing methods are different in that Homosexuals Anonymous tries to promote itself directly to the gay and lesbian community through ads in local papers while Exodus focuses on presentations at local churches, tables at Promise Keepers events, and other Christian community outreach.

Courage, of New York, which bills itself as the "'official' lesbian and gay Catholic group," is actually an anti-gay organization that tries to persuade gay Catholics to abstain from homosexual

sex. It, too, is modeled on the AA 12-step program.

Courage was founded by the Rev. John Harvey, a New York Catholic priest who was one of the first to offer sympathetic counseling to gay people. In the 1950s and 1960s it was common for Catholic priests to react angrily and with derision to gay people. Harvey's approach was much more sympathetic, and he accepted, in contrast to the long church insistence that homosexuality was just as matter of "acts," that homosexuality was an unchangeable "condition." Harvey was progressive, for his time. But he has refused to accept the legitimacy and reality of the gay community, and has always denied that gay relationships are acceptable.

Courage works on the assumption that homosexual behavior is bad, and that the only acceptable mode of life for gays and lesbians is sexual abstinence. Unlike the Protestant transformational ministries, Courage does not claim that gay people can be "changed." Nevertheless, some former members have said they were encouraged to attend "deprogramming" weekends in retreat houses outside New York City. Like the Protestant ex-gay ministries, Courage works on the presumption that homosexuality is a pathology, not a normal human variation.

CONCLUSIONS

The purveyors of "reparative therapy" are well outside mainstream research and thinking in the psychotherapeutic world. They rail constantly that their work is being subverted by the professional associations, which they claim were hijacked in the 1970s by activist gay members into removing homosexuality from the official lists of mental disorders.

We question how it could be that the American Psychiatric and American Psychological Associations -- the pre-eminent professional associations in their fields -- could have been held captive by these so-called gay activists by more than 20 years. Surely if there were clinical evidence that homosexuality *per se* were a mental illness, this information could not have been suppressed by so many bright minds for so long. In addition, the "reparative therapists" protest loudly and often that homosexuality was removed from the *Diagnostic and Statistical Manual* without empirical research. We submit that it was placed in the DSM originally without such evidence.

It is our studied belief that the purveyors of "reparative therapy" refuse to confront the underlying reasons for the apparent unhappiness of many of the gay people who seek their help. They presume that all gay people are mentally unwell, ignoring the hundreds of thousands of happy, well-adjusted, successful lesbians and gay men across this nation. At the same time, we believe that human sexuality is a deeply complicated phenomenon that we are not even close to fully understanding. Until then, people need the support of a concerned, non-judgmental psychotherapeutic establishment to find their own paths, whether they are hetero-, homo- or bisexual.

As for ex-gay ministries, our research found that many of them dangle impossible promises before troubled people in order to lure them into their programs. The clearest evidence that these programs are not effective are the "ex-ex gay" testimonials of people who once participated in them -- and the fact that so many of the most prominent ex-gay leaders returned to their former gay

lives, only to be replaced by people who were never gay themselves and therefore cannot create new public relations disasters. Like the so-called reparative therapists, these ministries play to guilt and unhappiness that have their roots in something other than peoples' intrinsic sexual natures.

ENDNOTES

1.From a poll of 1,007 voters conducted Nov. 5-6, 1996, by Greenberg Research Inc. for the Human Rights Campaign. It is also interesting to note that another poll, of 1,000 Americans, conducted February 1994 by Mellman Lazarus Lake Inc. for HRC, found 65 percent of Americans who did not know someone gay supported equal rights for gays but that number jumped to 87 percent support among Americans who did know someone gay.

2.Michael J. Gerson, "Out of the Political Closet: Religious Rights Seeks to Save Gay 'Sinners,'" U.S. News & World Report, July 27, 1998.

3.Advertisement placed by 15 religious political organizations in The New York Times, July 13, 1998, and USA Today on July 15, 1998.

4.From an American Psychiatric Association fact sheet, September 1994.

5.The American Psychological Association overwhelmingly passed a resolution on "reparative therapy" at its annual convention, Aug. 14, 1997.

6.From a policy statement entitled "Homosexuality and Adolescence," published in the journal Pediatrics, Oct. 1993.

7.Excerpts following are from "Health Care Needs of Gay Men and Lesbians in the U.S.: A Report Presented by the Council on Scientific Affairs to the AMA House of Delegates Interim Meeting," December 1994.

8. Socarides' son, Richard Socarides, is one of the best-known gay activists in the country. He is a special assistant to President Clinton and senior adviser for public liaison; one of his principle jobs is White House liaison to the lesbian and gay community.

In his book "Homosexuality: A Freedom Too Far," Charles Socarides explains his theory that same-sex desire is a "neurotic adaptation" that can be traced to "smothering mothers and abdicating fathers." Asked once by a reporter whether his "lousy parenting" caused his son to be gay, "Socarides neatly places the blame on 'a combination of uncontrollable events,' like the fact that he and Richard's mother divorced when Richard was about 3 years old, the age at which the 'neurotic mechanism' of homosexuality can be implanted in a child. Socarides also says that Richard's now-dead mother was 'quite harsh towards my son' after the divorce." (Times Newspapers Limited, April 30, 1995)

Charles Socarides has also run into trouble with the American Psychoanalytic Association (APsaA), of which he is a member. According to a letter from Dr. Ralph Roughton of the APsaA, Socarides

misrepresented the position of the APsaA in a published paper and a court affidavit. Socarides attempted to make it appear that the APsaA agrees with his positions on homosexuality. He did this by quoting an APsaA document written in 1968, which supported his views and which he called the "official position" of the APsaA, while ignoring a 1990 revised statement that drastically contradicted his views. The Executive Committee of the APsaA instructed the organization's attorney to write a letter to Socarides asking him to cease this misrepresentation and threatening legal action if he continued.

Additionally, the APsaA newsletter decided to stop printing advertisements for NARTH meetings because the organization does not adhere to APsaA's policy of non-discrimination "and because their activities are demeaning to our members who are gay and lesbian," according to Roughton.

9. Nicolosi is author of the book "Reparative Therapy of Male Homosexuality: A New Clinical Approach," Northvale, NJ: Jason Aronson Inc., 1991. In a review by James D. Weinrich, Ph.D., University of California, San Diego, Department of Psychiatry, called this "a precedent-setting book, but probably not in ways that the author would appreciate. It sets a milestone in the history of sexual orientation self-acceptance; after homosexuals and bisexuals, the latest out of the closet are 'non-gay homosexuals' -- Nicolosi's term for men who are homosexually responsive but who reject the cultural assumptions of the gay world. As the latest in a long list of books which offer therapy to men who wish to change a homosexual orientation to heterosexual, it sets another precedent in that the author is apparently the first to admit that this change is not possible. It is important to understand why the 'prochange' school has finally admitted this fact and why they believe that therapy is advisable nevertheless."

10. America, Nov. 18, 1995.

11. New York psychologist Ariel Shidlo is conducting one of the few detailed studies of people who undergo conversion therapies. He says that after interviews with 100 people, he and fellow psychologist Michael Schroeder have found that while the vast majority remain gay, a "handful" appear to have successfully altered the way in which they perceive their sexual identity. "They have gone through total existence changes in how they place their sexuality in the context of who they think they are," Shidlo told Newsweek in its July 27, 1998, edition. Many more, however, were psychologically harmed by the therapies, which can include powerful drugs and even shock treatment.

12. In his book "Reparative Therapy of Male Homosexuality," Nicolosi writes: "Two men can never take in each other, in the full and open way. Not only is there a natural anatomical unsuitability, but an inherent psychological insufficiency as well. ... Gay couplings are characteristically brief and very volatile, with much fighting, arguing, making-up again and continual disappointments. ... Research ... reveals that [homosexual relationships] almost never possess the mature elements of quiet consistency, trust, mutual dependency, and sexual fidelity characteristic of highly functioning heterosexual marriages."

13. Among the original leaders and founders of ex-gay ministries who claimed to be successfully sexually reoriented, then reverted to homosexuality: Mike Bussee (Exodus), Guy Charles (Liberation in Jesus Christ), John Evans (Love in Action), Roger Grindstaff (aka Roger Dean; Disciples Only), Jim Kasper (EXIT), Rick Notch of (Open Door) and Greg Reid (EAGLE). Many of their replacements are, and have always been, heterosexual.

14. "Our Reporter Survives the Ex-Gay Ministries. Exodus International Programs To 'Cure' Individuals of Homosexuality," *The Progressive*, December 1995.

15. "Ex-Gay Ministry Founders Recant," "Keeping in Touch," *The Universal Fellowship of Metropolitan Community Churches*, May 1990.

16. *eye WEEKLY*, (a Toronto newspaper), Feb. 9, 1995. Also, from *Newsweek*, July 28, 1998: "Because Exodus keeps no statistics and does no follow-up, it cannot say how many of the 200,000 people who have contacted the group since its founding in 1976 have actually maintained a heterosexual lifestyle." If Exodus' "cure rate" were so good and since so many people ask for substantiation, it is suspicious that the group has apparently not even attempted to institute a reasonable system for tracking its "success" rate.

17. For a full list of Exodus-affiliated ministries, see the website "Christian Ministries for People Wanting Help in Dealing with Homosexuality" at <http://www.messiah.edu/hpages/facstaff/chase/b/helpus.htm>.

18. *Lambda Report*, a publication of the Family Research Council, 1993.

19. CNN's "TalkBack Live," June 17, 1998.

20. Smid apparently believes his program also can "cure" child molesters. In November 1997, he testified in court on behalf of a convicted child molester who sought to enter Smid's program in lieu of prison. Smid said no convicted sex offender had ever entered his intensive, 15- to 24-month program, but testified that its success rate over 18 years has been high. "Sixty to 80 percent have effectively left behind their homosexual behavior," Smid testified, according to the *Nashville Tennessean*. The judge didn't buy it, and sentenced the molester to eight years in prison.

21. From an article in *We The People*, Sonoma County's lesbian monthly newspaper, March 1994.

22. From an article by Ralph Blair, founder of *Evangelicals Concerned*, published in *Open Hands*, Vol. 2, No. 2, Fall 1986.

23. From a *Homosexuals Anonymous* website, <http://www.nw.com.au/~billb/hahome.htm>.

24. *Ibid.*

HB57

78713-1

By Representative Holmes

RFD: Judiciary

First Read: 10-JAN-06

PFD: 12/06/2005

SYNOPSIS: Under existing law, additional penalties are imposed against a person if the offense committed is motivated by the victim's race, color, religion, national origin, ethnicity, or physical or mental disability.

This bill would provide for those additional penalties for a crime motivated by the victim's sexual orientation.

A BILL

TO BE ENTITLED

AN ACT

To amend Section 13A-5-13, Code of Alabama 1975, relating to hate crimes; to impose additional penalties for a crime motivated by the victim's sexual orientation.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. Section 13A-5-13, Code of Alabama 1975, is amended to read as follows:

"§13A-5-13.

1 "(a) The Legislature finds and declares the
2 following:

3 "(1) It is the right of every person, regardless of
4 race, color, religion, national origin, ethnicity, ~~or~~ physical
5 or mental disability, or sexual orientation to be secure and
6 protected from threats of reasonable fear, intimidation,
7 harassment, and physical harm caused by activities of groups
8 and individuals.

9 "(2) It is not the intent, by enactment of this
10 section, to interfere with the exercise of rights protected by
11 the Constitution of the State of Alabama or the United States.

12 "(3) The intentional advocacy of unlawful acts by
13 groups or individuals against other persons or groups and
14 bodily injury or death to persons is not constitutionally
15 protected when violence or civil disorder is imminent, and
16 poses a threat to public order and safety, and such conduct
17 should be subjected to criminal sanctions.

18 "(b) The purpose of this section is to impose
19 additional penalties where it is shown that a perpetrator
20 committing the underlying offense was motivated by the
21 victim's actual or perceived race, color, religion, national
22 origin, ethnicity, ~~or~~ physical or mental disability, or sexual
23 orientation.

24 "(c) A person who has been found guilty of a crime,
25 the commission of which was shown beyond a reasonable doubt to
26 have been motivated by the victim's actual or perceived race,
27 color, religion, national origin, ethnicity, ~~or~~ physical or

1 mental disability, or sexual orientation shall be punished as
2 follows:

3 "(1) Felonies:

4 "a. On conviction of a Class A felony that was found
5 to have been motivated by the victim's actual or perceived
6 race, color, religion, national origin, ethnicity, ~~or~~ physical
7 or mental disability, or sexual orientation, the sentence
8 shall not be less than 15 years.

9 "b. On conviction of a Class B felony that was found
10 to have been motivated by the victim's actual or perceived
11 race, color, religion, national origin, ethnicity, ~~or~~ physical
12 or mental disability, or sexual orientation, the sentence
13 shall not be less than 10 years.

14 "c. On conviction of a Class C felony that was found
15 to have been motivated by the victim's actual or perceived
16 race, color, religion, national origin, ethnicity, ~~or~~ physical
17 or mental disability, or sexual orientation, the sentence
18 shall not be less than two years.

19 "d. For purposes of this subdivision, a criminal
20 defendant who has been previously convicted of any felony and
21 receives an enhanced sentence pursuant to this section is also
22 subject to enhanced punishment under the Alabama Habitual
23 Felony Offender Act, Section 13A-5-9.

24 "(2) Misdemeanors:

25 "On conviction of a misdemeanor which was found
26 beyond a reasonable doubt to have been motivated by the
27 victim's actual or perceived race, color, religion, national

1 origin, ethnicity, ~~or~~ physical or mental disability, or sexual
2 orientation, the defendant shall be sentenced for a Class A
3 misdemeanor, except that the defendant shall be sentenced to a
4 minimum of three months.

5 "(d) For purposes of this section, "sexual
6 orientation" means heterosexuality, homosexuality, or
7 bisexuality."

8 Section 2. This act shall become effective on the
9 first day of the third month following its passage and
10 approval by the Governor, or its otherwise becoming law.

